LABORITE

Labor's lessons are taught at the George Meany Center. A four-page Laborite describes the 1990 institutes. See pages 5-8.

AFL-CIO NEWS

VOLUME 35, NUMBER 1 JANUARY 8, 1990

Mine Workers' vote on pact may end long Pittston ordeal

By Candice Johnson

After nine long months on the picket lines, the Mine Workers reached a tentative agreement with the Pittston Coal Group, which would end the strike by 1,700 miners in Virginia, West Virginia and Kentucky.

The proposed agreement, announced at a news conference on New Year's Day, followed marathon bargaining sessions guided by mediator William J. Usery over the past few weeks. Usery, a former secretary of labor who was appointed in October by Labor Secretary Elizabeth Hanford Dole to arbitrate the dispute, had aimed to reach a settlement by the end of the year.

UMWA President Richard Trumka called the tentative agreement ''a major victory for the collective bargaining process'' and a great achievement for the entire labor movement.

The settlement meets the UMWA's goal of increasing job opportunities and economic security for miners, he added. Trumka said the unwavering unity and determination of Pittston workers was the ''foundation upon which this settlement was based.''

Details of the proposal are being made available to union members who will vote at membership meetings over the next few weeks. Prior to the ratification vote, the tentative agreement must be reviewed by trustees of the UMWA health and retirement funds.

Cooperation from the courts and the National Labor Relations Board also is necessary for the UMWA and Pittston to carry out their agreement to dissolve litigation arising from the dispute, the union said.

AFL-CIO President Lane Kirkland called the ten-

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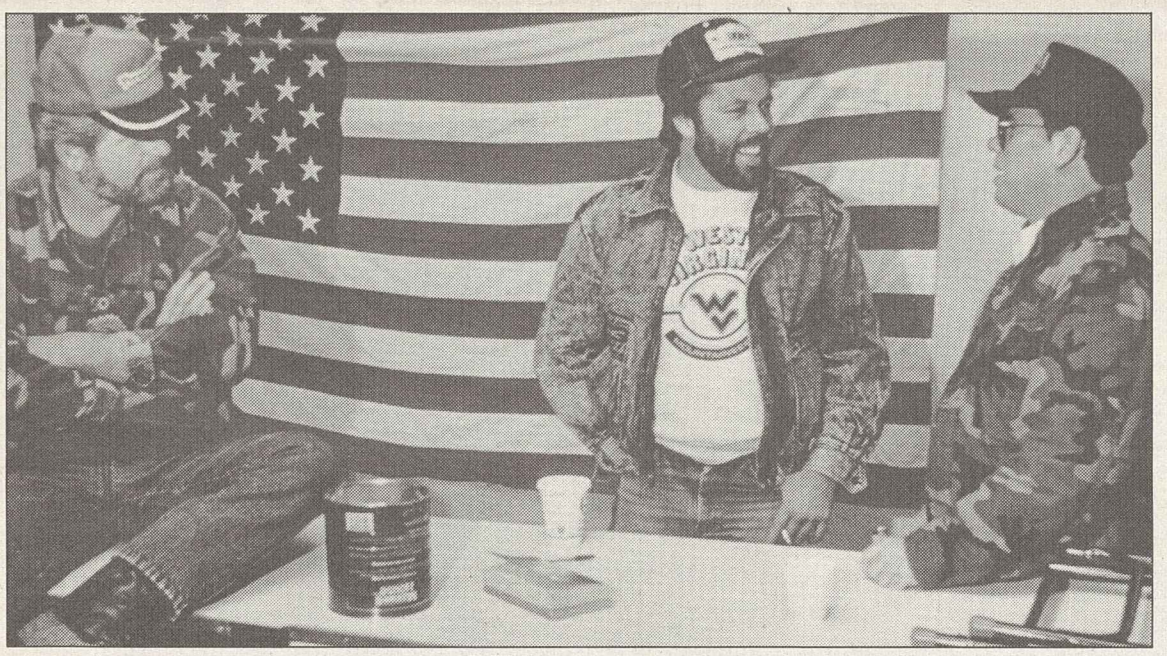
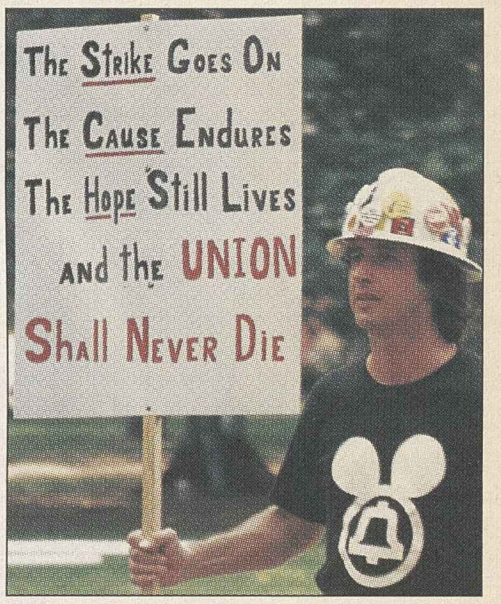


In Logan County, W.Va., Mine Workers Thomas Allen, left, Dave Collins and Roger Nelson were happy to hear about the tentative settlement with Pittston Coal Group.



Bad-news 1980s end on upswing

"I think we've survived about as bad as they can do to us and we're in pretty good shape,'' said AFL-CIO President Lane Kirkland when asked about labor's prospects for the new decade in contrast to the 1980s.

A review of the labor events of the decade of the 1980s bears out not just that workers and their unions survived everything thrown

See Focus, pages 10-12

at them, but that the trends at the end of the decade were up, boding well for the 1990s.

The collective bargaining story of the 1980s, for example, was clearly one of steady recovery from the problems of the early years of the Reagan administration.

The early 1980s were the years of wage takeaways, freezes, two-tier pay scales and other arrangements workers accepted in a time of job loss.

Usually, those collective bargaining agreements called for recovery when the company recovered—and by the end of the decade that was happening.

Meanwhile, Congress passed plant-closing notification legislation and the first requirement that worker rights be part of the U.S. government definition of an unfair labor practice by a nation with which it trades.

Organizing faced similar uphill battles. Most AFL-CIO unions held their own in overall membership figures, but that required organizing thousands of new workers just to stay even because of job losses and a failure of federal labor laws.

Still, unions grew where there was job growth—in teaching, health care, public service and communications. Union organizing made progress in pivotal areas like the South, where victories were scored by Textile Workers in Mississippi, Virginia and Georgia; by the Electronics Workers and the Bakery, Confectionery and Tobacco Workers in Tennessee; by the Food and Commercial Workers in Mississippi and North Carolina and by the UAW in South Carolina.

UFCW gains voluntary agreement to target repetitive motion injuries

By Arlee C. Green

The nation's third largest meatpacker, the Excel Corp., signed an unprecedented, voluntary ergonomic safety and health agreement with the Food and Commercial Workers aimed at reducing cumulative trauma injuries among packinghouse workers.

The agreement will be instituted at Excel's Plainview, Tex., packinghouse and eventually applied to nine other plants, UFCW said. The union represents 8,600 Excel employees.

UFCW Vice President Phillip L. Immesote, director of the union's packinghouse division, said that ''Excel's willingness to enter into this agreement voluntarily with the UFCW to find solutions to the growing problem of repetitive motion injuries should be the model for other companies.''

Research attributes cumulative trauma disorders, especially carpal tunnel syndrome, among many meatpacking workers to repetitive motions associated with assembly-line processing of meat. CTS can lead to painful, permanent damage of the hands and wrists.

Ergonomics, or human engineering, is an applied science concerned with designing into equipment and tasks the highest level of safety, ease and efficiency.

The Occupational Safety and Health Administration is preparing to issue ergonomics guidelines and launch a special-emphasis ergonomics program in the red meat industry in February, according to Gerard F. Scannell, OSHA administrator.

Scannell said OSHA opted to put out guidelines

Continued on Page 3

UMWA President Richard Trumka announces a tentative pact in the Pittston strike. At right are Labor Secretary Elizabeth Dole and mediator William Usery.

Pittston miners vote on pact

Continued from Page 1

tative agreement ''compelling evidence that the collective bargaining process does work when it is given a chance.'' He applauded the ''thousands of members of other unions who made the UMWA cause their own.''

Kirkland, Secretary-Treasurer Thomas R. Donahue and 11 union presidents were arrested during a UMWA demonstration at the Russell County, Va., courthouse in August. During the course of the strike, thousands of union members—from the United States and Canada and even from Europe—trekked to Camp Solidarity, joining the miners and their families on picket lines and at rallies.

Among the unions cheering the Mine Workers during the holiday season were: the Hotel Employees and Restaurant Employees, which provided food and chefs for gourmet meals for workers at Camp Solidarity; the UAW and the Teamsters, which organized food drives and delivered the goods to Camp Solidarity; the Food and Commercial Workers and Transport Workers, which raised money for toys, clothing and a Christmas party; and building trades unions, which rewired bunkhouses and refurbished a second ''solidarity headquarters'' in Logan, W.Va.

Trumka, along with UMWA Vice President Cecil Roberts and Secretary-Treasurer John Banovic, thanked Kirkland, AFL-CIO Executive Council members, affiliated unions and ''literally hundreds of labor organizations from around the world'' for their ''unprecedented levels of assistance.''

Pittston chairman Paul W. Douglas saluted the miners and their families, ''who have shown a quiet dignity and firm resolve.'' He expressed hope that labor and management could develop a long-term solution to problems facing the industry, especially in the area of providing health care for retirees.

Labor Secretary Dole said she would appoint a special commission to study health and retirement concerns in the coal industry. Before appointing Usery, Dole had visited the Pittston mines.

The 1,700 miners walked off the job April 5, 1989, after 17 months of stalled negotiations. Pittston was seeking to eliminate or sharply cut health benefits, pensions, hours, job protections and safety and health.

The strikers and supporters held fast to a strategy of peaceful, nonviolent civil disobedience, even in the face of court orders limiting the number of pickets, growing court fines and harassment from private security forces and the Virginia state police.

Pilots preparing ballots on Trump Shuttle accord

Pilots for the Trump Shuttle Inc., represented by the Air Line Pilots, are preparing to vote on a tentative four-year agreement, their first since the carrier was purchased from Eastern Air Lines last spring.

The proposal, which covers 207 members, contains a number of improvements over the interim employment conditions that were based on the Eastern contract, the union said. Trump began negotiations to buy the shuttle in late 1988, so Eastern workers, including pilots, had bid for the shuttle jobs before the Eastern strike began.

Although the tentative agreement has been announced, representatives from both sides are continuing to meet to work out the final specific wording of the contract, ALPA said. Talks had begun on Nov. 27.

The proposed contract is retroactive to July 1989 and expires July 2, 1993. It is subject to ratification by the pilots and details of the accord will not be disclosed prior to ratification.

Captain J. Leslie Robinson, chairman of the Trump pilots' Master Executive Council, said that the ''rapid conclusion of our negotiations was possible only because both parties entered the process with a firm commitment to move forward and to avoid the kind of adversarial labor relations we had seen at Eastern.''

Members of the Air Line Pilots, the Machinists and the Transportation Workers went on strike against Eastern Air Lines March 4, 1989. The Machinists and Transport Workers are negotiating separate contracts with Trump Shuttle.

Machinists OK new agreements with Boeing, McDonnell Douglas

Machinists ratified new three-year agreements with two major aerospace contractors.

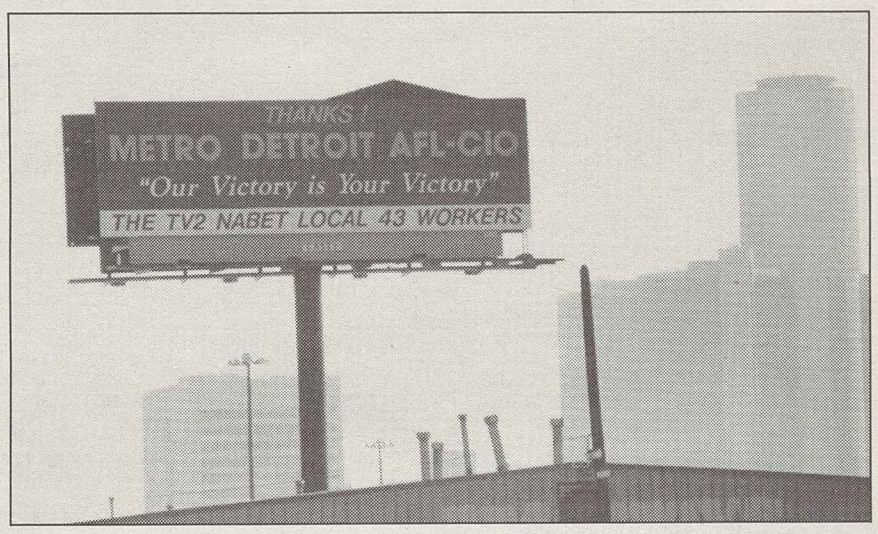
IAM members at McDonnell Douglas Aircraft Co. ratified a three-year agreement that provides a 11.5-percent wage increase plus lump-sum bonuses over the contract term.

The settlement was approved by 95 percent of the voting members. It covers nearly 8,000 IAM members at McDonnell Douglas facilities in California, Florida and Maryland.

The contract provides for a 5.5 percent wage increase, retroactive to last October, followed by 3 percent increases in the second and third contract years. In addition, workers will receive a bonus equal to 4 percent of gross annual earnings in each contract year.

At the Boeing Co. facility in Wichita, Kan., engineers represented by Local 2020 approved a new agreement that provides for a 10-percent lump sum bonus and a 15-percent wage adjustment over the contract term.

The agreement—endorsed by 81 percent of voting members—raises entry level salaries by 5 percent and expands medical, vision and retirement benefits.



This billboard allowed NABET members at TV2 in Detroit to thank the Metropolitan Detroit AFL-CIO in a big way for their recent contract victory. While negotiations lagged, the Detroit labor council forced the issue with a campaign urging advertisers and public officials to stop dealing with TV2 until a new contract was secured.

UFCW local ratifies Arizona grocery pacts

Food and Commercial Workers at three Arizona supermarket chains won wage increases and lump-sum payments under a new five-year contract.

The settlement, ratified in a mail ballot, covers 8,200 members of UFCW Local 99 at Safeway Stores, Fry's and ABCO Markets in Phoenix and Tucson.

The agreement calls for an immediate 30-cent hourly increase in the top rate for clerks, followed by a $500 bonus in February 1991. A 25-cent hourly pay raise takes effect December 1991, with a second $500 bonus paid the following year and a final hourly raise increase of 40 cents effective December 1993. Under the old agreement, top rated clerks earned hourly wages of $10.87.

Other contract improvements include increased employer contributions to the health and welfare fund and a 25-cent increase in the starting salary to $4.75, with provisions enabling new hires to earn $5.50 after 90 days on the job.

The agreement covers 4,600 UFCW workers in Phoenix and another 3,600 in Tucson.

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AFL-CIO President Lane Kirkland meets with the first Soviet delegation of independent trade unionists to visit the United States. Nine mine workers strike committee leaders, who are guests of the federation under an exchange program sponsored by the United States Information Agency, led a strike by 500,000 workers last July. They are studying U.S. mining methods and mine safety during their visit.

Pay equity case tested by AFSCME

Systematic prejudice against women seen

New York

A landmark pay equity lawsuit aimed at ending decades of wage discimination against women workers by Nassau County, N.Y., began in late November in federal district court here and is expected to continue for three to four months.

The lawsuit was brought by Civil Service Employees Association Local 830, an AFSCME affiliate, on behalf of 7,000 public workers. The union charges that the county established a discriminatory pay scale more than 20 years ago and still is operating under that system.

AFSCME is seeking salary upgrades for workers in female-dominated jobs, career-ladder promotion plans and back pay adjustments.

In March 1983, AFSCME released a study documenting Nassau County's practice of maintaining a sex-segregated workforce and systematically underpaying its workers. In positions where women make up 70 percent of the workforce, the county used a different wage scale than for male-dominated jobs, the union found.

"This discrepancy in some cases means that women are paid thousands of dollars a year less than men," AFSCME said.

The union sought the county's cooperation in addressing the wage inequities, but the county refused. AFSCME then filed charges with the Equal Employment Opportunity Commission and filed the lawsuit in April 1984.

AFSCME President Gerald McEntee said the union has been working to win pay equity in states, counties and cities nationwide.

"In almost every instance," he said, "the employer has worked cooperatively with us in phasing in pay equity adjustments and upgrading jobs. When Nassau County refused to negotiate, it became clear that legal action was the only solution."

Testifying in the case last month, sociologist Donald Treiman said his analysis showed the county intentionally set lower pay scales for female-dominated jobs than for equivalent male-dominated jobs following an evaluation conducted in 1967.

"The salary grade of the average employee in male-dominated jobs was increased by nearly two grades," he said, "while the salary grade of the average employee in female-dominated jobs was not increased at all."

In positions in which training, experience and supervisory responsibility were equal, female-dominated positions were rated one-and-a-half salary grades lower than mostly male positions, Treiman said.

In reviewing the job evaluation and county practices, Treiman found that:

- Of 22 upgrades granted—with increases of two or more pay grades—20 were given in male-dominated jobs, one was in a mixed title and one was in a female-dominated job.
- Four of five male-dominated jobs with more than 100 workers were upgraded two or more pay grades, but none of the seven female-dominated jobs with more that 100 workers was upgraded at all.

Postal Workers win IRS tax case

A federal judge has ordered the Internal Revenue Service to refund to the American Postal Workers Union more than $700,000 in taxes and penalties erroneously assessed on associate members' dues.

In supporting an APWU health plan that relies on associate membership, U.S. District Judge Royce C. Lamberth ruled that unions have the right to determine their membership ranks and that the government cannot tax either dues or service fees received by the union for individuals who only belong to a health plan.

The ruling was hailed by APWU President Moe Biller, who said: "In a time when associate members are of increasing importance in union organizing campaigns, this decision correctly leaves it up to labor unions—not the Internal Revenue Service or some other government agency—to decide who is a union member and who isn't, or which dues structures are appropriate for various categories of union members."

Many unions in both the private and public sectors have enlisted associate members who pay dues in exchange for benefits such as health insurance. It was unclear, however, whether the ruling would affect any union beyond the postal unions, according to AFL-CIO General Counsel Laurence Gold.

"Each health plan is set up differently," Gold said, pointing out that the decision was made by a district court. "The IRS may make an appeal."

But the ruling affects other postal unions such as the Mail Handlers, which has 50,000 full-time members and nearly half a million associate members who subscribe to its health plan and pay dues to the union.

In rejecting the IRS argument that associate members are not bona fide union members, Lamberth said the law clearly states that "neither Congress, the Treasury, the Internal Revenue Service nor the courts have made tax exemption for labor organizations dependent on the identity of the particular group or groups of employees represented or the type of economic benefit provided."

Membership of a union, Lamberth added, "is a matter of self-definition."

Lamberth ordered IRS to refund $258,437, plus interest of $198,432, paid by APWU for the 1982 tax year, and $183,113, with interest of $91,258, paid for the 1983 tax year.

"We will enjoy having the IRS send us a check for once," Biller said.

The government has 60 days in which to file an appeal.

VDT safety laws are struck down in N.Y.

New York

A Suffolk County law adopted to protect workers who spend long hours at video display terminals was struck down by the state Supreme Court, while a similar measure that would protect New York City employees was vetoed by Mayor Edward Koch.

Ruling on the Suffolk County law, Justice John Copertino said that while "the legislation is well-intentioned and ultimately may be proved an important first step in bringing worker health concerns . . . to the attention of the public," the county legislature lacks the authority to require the health and safety protections.

That authority, Copertino ruled, belongs to the state and federal governments. However, he added, "this court in no way . . . concludes that operators are adequately protected by existing rules and regulations."

The New York City bill would have covered about 14,000 municipal employees and provided protections similar to those in the Suffolk measure, with additional job transfer rights for pregnant VDT workers without loss of seniority.

AFL-CIO industrial hygienist Diane Factor said organized labor would like to see federal OSHA regulations covering VDTs and all ergonomic problems. "Because of the federal government's inaction, it is important that state and local governments forge ahead" and address these health and safety concerns, she said.

Some studies have found that prolonged exposure to VDTs can cause a variety of health concerns.

UFCW gets voluntary ergonomic safety agreement

Continued from Page 1

instead of a standard because of the lengthy process involved in promulgating standards. The AFL-CIO considers Scannell's proposal only a first step, and will continue to push for a standard.

The only other meatpacker to develop a joint labor-management health and safety program was IBP Inc., which did so as part of a settlement of major fines imposed by OSHA.

Excel, a subsidiary of Cargill Inc., was not facing such government citations and undertook the agreement "out of enlightened management philosophy that a company that is not part of the solution is part of the problem," Immesote said.

"Involving workers who perform the jobs on a daily basis is the litmus test of sincerity of any company's health and safety program," Immesote said. "Workers know the jobs and the hazards better than anyone else and inject an element of common sense that so-called 'experts' often overlook."

Under the agreement, Excel will hire an ergonomic consultant and other medical personnel, and union members will be trained as ergonomic monitors to survey work areas, analyze specific jobs, spot symptoms of repetitive motion stress and recommend solutions, Immesote said.

The joint program will involve:

- Testing of various production flows and equipment, including experimental work stations to test new tools, equipment and procedures.
- Establishing joint, plant-wide ergonomics committees that set priorities and resolve disputes, with particular attention to knife quality and sharpening.
- Revising medical management procedures and programs that treat and rehabilitate injured workers.

The other Excel plants that eventually will be covered by the agreement are beef-processing plants in Fiona, Tex., Dodge City, Kan., Nebraska City and Schuyler, Neb., Sterling, Colo., and Marysville, Calif., a distribution center in Philadelphia and pork-processing operations in Beardstown, Ill., and Ottumwa, Iowa.

UNION NEWS

Carpenters OK contracts in 3 Illinois counties

Chicago

More than 28,000 Carpenters in three Illinois counties will receive wage and benefit increases and other gains under contract extensions reached with two major contractor groups.

The Chicago and Northeast Illinois District Council of Carpenters extended its agreements with the Mid-America Regional Bargaining Association—which represents contractors in heavy and high-rise construction—and the Residential Construction Employers' Council.

The settlements provide annual total wage and benefit gains of $1 per hour through May 31, 1995, for carpenters working in heavy and high-rise construction and through June 30, 1993, for residential industry carpenters.

The agreements also establish a labor-management committee to develop construction employment opportunities and set up a pioneering substance abuse plan with protections against random and pre-employment testing.

UTU pact provides separation payments

Cleveland

The United Transportation Union reached agreement with the CSX Corp. railroad subsidiary to reduce crew sizes on the company's Chesapeake & Ohio Railway division. About 375 workers will be affected by the change.

The second brakeman position will be eliminated, leaving three-man train crews—an engineer, conductor and brakeman. Of the affected workers, 200 active employees will have the choice of a $50,000 separation payment or a $20,000 allowance for relocation to another CSX division where jobs are available.

Another 175 furloughed brakemen will not return to their jobs under the accord. They may have either a $5,000 separation allowance or the relocation money. A similar agreement is awaiting a ratification vote on CSX's Georgia Railroad branch, while negotiations are continuing with employees of the former Seaboard Coast Line.

Sen. John Glenn (D-Ohio) addresses nuclear concerns at a breakfast meeting with conference delegates.

Unions seek to bolster nuclear safety

Lax enforcement at DOE blamed for mounting problems

By Arlee C. Green

The dangers of the nuclear industry and the problems of oversight by the Department of Energy were highlighted at the fourth annual Nuclear Workers Conference, sponsored by the AFL-CIO Metal Trades Department and the Industrial Union Department.

Participants in the conference discussed measures needed to improve working conditions and reduce risks among workers at the nation's nuclear fuel processing facilities.

More than 50 representatives from seven of the government-owned, privately operated facilities attended the two-day conference on Capitol Hill.

At a breakfast with members of Congress, delegates learned of the benefits and limitations of proposed legislation aimed at improving job safety and worker health.

Concerted activity by the various unions have helped reduce risks in recent years, delegates were told, but the greed of private contractors and the lax administration of DOE in recent years has added to those risks.

Delegates pressed for legislation that would shift worker safety oversight from DOE to the Occupational Safety and Health Administration. The departments consider a measure introduced by Rep. Joseph Gaydos (D-Pa.) to be the most comprehensive.

Gaydos's bill would apply OSHA standards and enforcement to DOE facilities immediately, establish worker training standards for radiation and toxic substances, and allow the National Institute for Occupational Safety and Health to conduct studies at DOE facilities.

It would also set baseline medical examinations for current and former DOE nuclear workers, and establish labor-management-government health and safety committees at each facility.

Other measures have been introduced by Sens. John Glenn (D-Ohio), Tim Wirth (D-Colo.) and J. Bennett Johnston (D-La.) and Reps. David Skaggs (D-Colo.), Ron Wyden (D-Ore.) and Lane Evans (D-Ill.).

Metal Trades President Paul Burnsky told the delegates that his department and the IUD "have made a concerted effort to communicate the urgency of the conditions you face on a daily basis. There is a will in Congress to work with us to conquer the conditions that have plagued this industry."

Burnsky said there seems to be a sentiment in the Bush administration "to do the right thing, but that sentiment is not backed up with money.

IUD Secretary-Treasurer Elmer Chatak, who co-chaired the conference with Burnsky, referred to the "explosion of activities" regarding nuclear worker health and safety and said there was reason for some optimism for future improvement.

Environmental cleanup and modernizing of the nation's 17 nuclear fuel facilities will cost more than $100 billion, according to a Government Accounting Office study.

The extent of the hazards facing nuclear workers was made clear in a report prepared by the Senate Governmental Operations Committee staff that charged that the Atomic Energy Commission, the precursor to DOE, ignored warnings in the 1940s and 1950s about the potential dangers of radiation.

The report described how workers at one plant were exposed to radiation that in less than an hour gave them the maximum dose permitted in a year.

Housing Investment Trust seeks FHA safeguards

The AFL-CIO Housing Investment Trust urged Congress and the Department of Housing and Urban Development to shield the Federal Housing Administration from political pressures to change or eliminate its operations.

In a statement adopted by its board of trustees, the Housing Investment Trust noted the FHA has played a vital role in maintaining this country's stock of affordable housing over the past 50 years and urged that role be continued and strengthened.

"We reiterate the labor movement's historic support of affordable housing for every citizen," said Floyd H. Hyde, chief executive officer of the Housing Investment Trust. "The FHA program must not only survive, but be reinvigorated if we are to move toward that goal."

FHA's insurance programs provide financial backing that protects lenders against losses on home mortgages. Recently, FHA's single-family mortgage insurance program was hit with record financial losses and charges of influence-peddling, making it a target of public and Congressional scrutiny.

The statement warned that if the FHA program is curtailed or eliminated, the private sector will not fill the void created, resulting in a decline in the number of Americans able to own or rent decent housing.

Housing costs have risen substantially for the typical first-time home buyer over the past 20 years, increasing from 17 percent to a full one-third of income, according to the Joint Center for Housing Studies at Harvard University. At the same time, federal budget commitment to housing has plummeted from $30.2 billion in 1981 to $7.8 billion in 1988.

The statement adopted by the joint labor/management board calls for a federal commitment to not only continue existing FHA programs, but to develop new programs that prove to be viable. "This of necessity is a patient and gradual process," the statement noted.

"FHA has been successful in large measure because it has been self-supporting—this aspect of FHA must never change," the Housing Investment Trust said. "However, the identification of certain problem areas that are readily correctible should not cause complete restructuring and widespread modifications that will bring the programs to a halt."

The Housing Investment Trust, which is part of the AFL-CIO's investment program, invests in government-insured or guaranteed residential mortgages, many of which are backed by FHA insurance. The Trust has assets of $264 million, representing 190 investors.

LABORITE

INSTITUTES

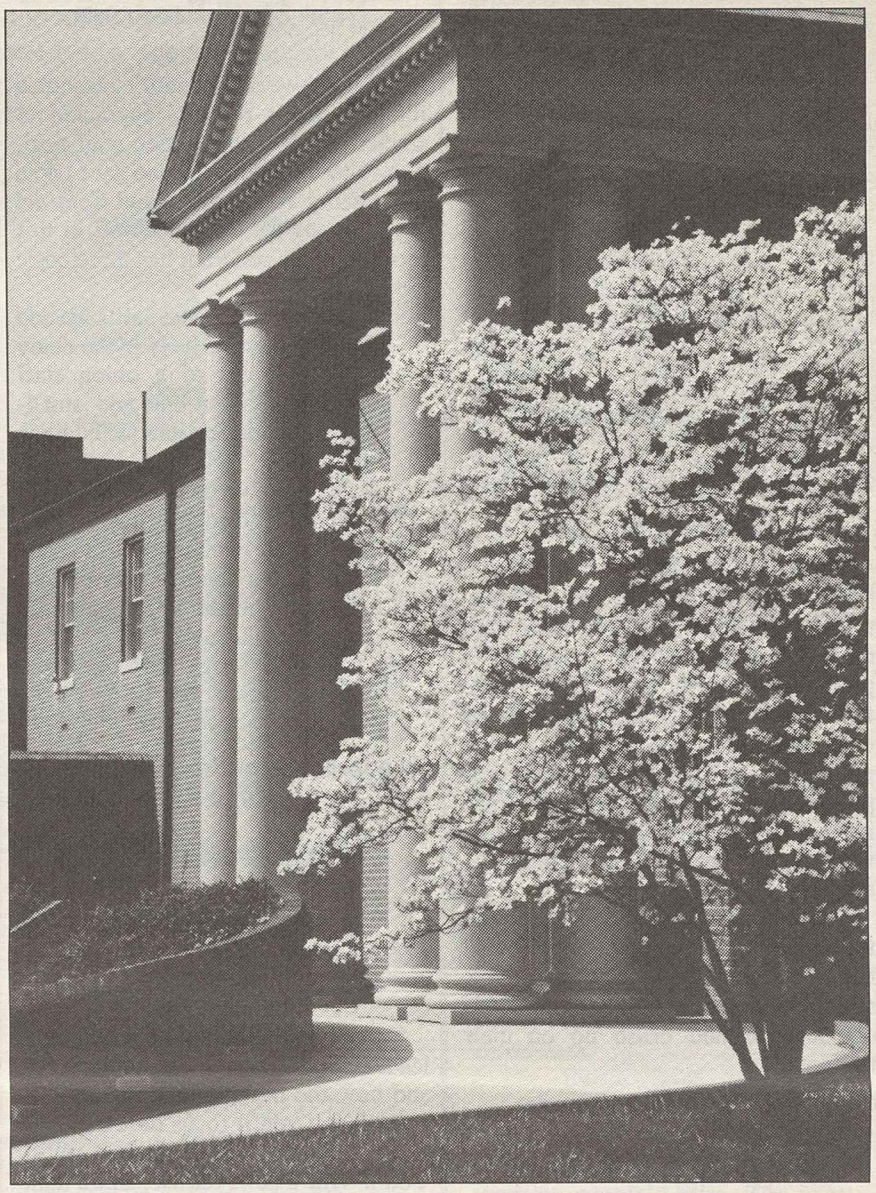
The George Meany Center for Labor Studies offers 45 institutes during the first six months of 1990. These four pages describe them.

Union leaders can choose from 45 institutes offered by the George Meany Center for Labor Studies during the first six months of 1990.

All full-time union officers, representatives and employees of AFL-CIO affiliates are eligible to attend these programs, which are designed to increase their knowledge and polish their skills.

Institutes, except for the College Degree Program and the Certified Employee Benefit Specialist (CEBS) Programs, are tuition free. The College Degree Program also requires a special application form available on request.

Any AFL-CIO organization that wants to use the Center should contact Robert J. Pleasure, executive director, or Janis Underwood, registrar, George Meany Center, 10000 New Hampshire Avenue, Silver Spring, Maryland 20903; telephone 301/431-6400.



The George Meany Center for Labor Studies is located at 10000 New Hampshire Ave. in Silver Spring, Md.

Organizing Techniques I

March 11-16
May 13-18

This program is an introduction to basic organizing skills for new union organizers, as well as a refresher course for those with organizing experience. The program focuses on the private sector.

Strategies will be discussed for dealing with anti-union arguments and techniques used by employers. An overview of the law concerning organizing will be covered. Through role playing and discussion, participants will learn improved communication skills and their application to house calls, other one-on-one contacts and meetings.

Coordinator: *Marilyn Sneiderman*

Organizing II

April 29-May 4

Cosponsored by the AFL-CIO Department of Organization and Field Services, this course is based on the AFL-CIO report, "The Changing Situation of Workers and Their Unions."

It is designed for those who have completed *Organizing I* or who have had organizing experience, or who anticipate assuming more demanding organizing responsibilities.

The class focuses on: internal organizing in the private sector; recruiting and training of union members in the organizing process; the dynamics of small-group decision-making; corporate campaign research in small unit organizing; reporting procedures; issue-oriented campaigns; the role of central bodies in organizing; involving the community; progress analysis and cooperative organizing.

Coordinator: *Alan Kistler*

Labor Law for Organizers: Traditional and New Approaches

February 25-March 2

An institute on organizing and the law in the private sector, this program is planned for national and local staff members who have responsibility for and experience in organizing. Organizing in the building trades is excluded.

The course emphasizes law as part of organizing strategy, the proper role of the National Labor Relations Act (NLRA) in a campaign (how to avoid having the law run the campaign), the ability to use the law as leverage and to make strategic and tactical decisions.

The NLRB's representation procedures and election post-election proceedings also will be examined. The program also will deal with alternative routes to obtaining recognition, including tactics to pressure employers to agree to voluntary recognition and the legal issues those tactics involve.

Coordinator: *Sharon Simon*

Organizing in the Construction Industry

February 11-16
June 17-22

The George Meany Center, in cooperation with the AFL-CIO Building and Construction Trades Department, offers building trades organizers an opportunity to build their skills in implementing local and regional campaigns.

This institute will focus on skill-building in areas important to building trades organizers: oral and written communications; regional survey and targeting techniques; and "on-site" membership recruitment activity.

Participants will engage in simulations to get "hands-on" experience in organizing with the guidance of experienced building trades organizers and labor educators.

Coordinator: *Robert J. Pleasure*

The Craft of Negotiating

February 4-9

In difficult economic and social climates, union leaders can maximize bargaining strength through skillful negotiating techniques.

The program assumes that participants have considerable experience in negotiating labor agreements or have taken a basic contract negotiating institute.

This institute differs from courses in negotiating techniques because it will focus on sharpening individual skills and developing tactics for all types of negotiations—at the bargaining table, in grievance resolution, and in everyday administration and leadership situations. Videotaping is used to help participants identify their own strengths.

Coordinator: *Jeffrey MacDonald*

Negotiating for Employee Benefits

March 4-9

This course is for union staff and officers who have the responsibility for negotiating labor agreements in the private sector and who would like to improve their knowledge and negotiating skills in the area of employee benefits.

Each benefit area is looked at in terms of basic plan design and operation, and bargaining developments in each area are reviewed for their impact on bargaining strategies.

Coordinator: *Jeffrey MacDonald*

Service Contract Act: Collective Bargaining and Organizing

January 15-19

This institute is jointly sponsored with the AFL-CIO Department of Economic Research. It is for union officers and staff who organize and/or negotiate contracts for workers who are covered by the Service Contract Act.

Coordinator: *Jeffrey MacDonald*

Negotiating and Writing Contract Language

June 10-14

This is designed to improve skills needed to develop proposals and write contract language that will protect and improve the rights of our members and the unions that represent them. The principles discussed in this program will be applicable to all contract language. Particular areas of contract language also will be examined.

Sessions will cover strategies and techniques for negotiating language in today's bargaining environment. There will be a focus on defining and analyzing issues and problems, developing proposals, and writing the actual language. The impact of law on contract language will be incorporated throughout the program.

Coordinator: *Sharon Simon*

Using Microcomputers in Negotiations

April 8-13

This institute introduces participants to applications of small computers in contract negotiations. The primary focus is on the use of off-the-shelf spreadsheet software in developing contract costing capabilities, which will assist the negotiator in evaluating employer economic proposals and developing effective counterproposals. Although Lotus 1-2-3 is used in classes, the skills developed during the program are applicable to any of the standard spreadsheet programs.

A previous knowledge of computers is not necessary. But it is helpful to be familiar with standard contract-costing techniques.

This institute is for union staff or officers whose primary responsibility is contract negotiations or back-up research for the negotiators.

Coordinator: *Jeffrey MacDonald*

Basic Health Care Bargaining

February 21-23

Like the Basic Pension Bargaining program, this is for individuals who are relatively inexperienced in health care bargaining and would like to improve their knowledge and skills in this area. It will cover basic design, cost containment programs, and financial and utilization data needed to bargain effectively.

Coordinator: *Jeffrey MacDonald*

Pension & Health Care Bargaining Clinic

June 27-29

This program is for experienced benefit specialists and will deal with topical issues in benefit plan design, legislative developments in accounting and actuarial standards.

Coordinator: *Jeffrey MacDonald*

Arbitration Techniques Preparation & Presentation

January 21-26
January 28-February 2
(University of Oregon/Eugene)
April 22-27

This institute concentrates on developing the necessary skills for preparation and presentation of cases in arbitration. Discussions will focus on what matters can be arbitrated and the selection of arbitrators. Since discipline and discharge cases cause more than half of all grievance arbitrations, special attention is paid to the investigation of such cases and to the rules that arbitrators use in deciding them.

This program is for union representatives newly assigned to arbitration, or who will have arbitration as part of their responsibility. It will help experienced representatives analyze and brush up on their techniques. Those who concentrate on the final steps of the grievance procedure also will find it helpful.

Coordinator: *David G. Alexander*

Standards of Discipline & Discharge in Arbitration

June 10-15

This institute examines the standards of discipline and discharge, and related issues of misconduct, applied in grievance arbitration hearings. Participants will hear from arbitrators and examine case studies that concentrate of the following issues:

The concept of just cause and the development of standards by arbitrators; investigation procedures and standards of proof in discipline and discharge cases; discipline and discharge and evidentiary standards for alcohol-related, drug-related and off-duty misconduct.

Participation in this institute is limited to those who have attended the basic arbitration institute, or who are experienced advocates in grievance arbitration.

Coordinator: *David G. Alexander*

Advanced Arbitration

May 13-18
(University of Oregon/Eugene)
May 20-25

This institute is designed to provide advanced training for grievance arbitration to help participants improve their techniques.

There will be exercises in the preparation and writing of post-hearing briefs, and discussions to assist participants in the examination and cross-examination of witnesses.

Participation is limited to those who have attended the basic arbitration institute, or who are experienced advocates in grievance arbitration.

Coordinator: *David G. Alexander*

Arbitration in the Federal Sector

April 1-6

This institute concentrates on arbitration in the federal sector. Although many procedures and practices in private-sector arbitration apply at the federal level, significant differences do exist and will be discussed.

Mock cases will be presented before professional arbitrators with experience in the federal sector. The cases will be videotaped and played back for analysis.

This institute is for representatives in federal sector unions who are or will have arbitration as part of their responsibility. Experienced representatives can analyze and brush up on their techniques.

Coodinator: *David G. Alexander*

Effective Grievance Administration

February 25-March 2

This institute helps participants to better use the grievance procedure to reach settlements. The course will use arbitration techniques—careful preparation of evidence, case analysis and orderly presentation—applied in simulated cases.

The class also will explore alternatives to traditional arbitration designed to reintroduce promptness, clarity and low cost into a process that has become slow and expensive. Participants will explore new approaches to the imposition of discipline where the worker is kept on the job (and on the payroll) until after the hearing and the award.

Participation in this institute is limited to graduates of the basic arbitration institute or experienced advocates in grievance arbitration.

Coordinator: *David G. Alexander*

New Staff Program

June 17-29

This two-week program is designed for individuals recently appointed or elected to a full-time union staff position. Those individuals who have taken *Organizing Techniques I* and *Contract Negotiations* should *not* enroll in this program. The program has three basic goals:

- To develop personal skills needed to function effectively in the many different roles of a union staff member: one-on-one and small-group communications skills, basic negotiating, working with and developing volunteer committees and conflict resolution techniques.
- To improve planning skills needed to manage a contract negotiation, and to organize a campaign to revitalize a local union.
- To provide insight into the structure, operation and goals of the U.S. labor movement.

Coordinator: *David G. Alexander & Jeffrey MacDonald*

Working with the News Media

March 11-15

To get their message across, union leaders must know what makes news and how the news media operates.

Each day you'll focus on a different medium: print, television and radio. You'll write a news release, tape a radio actuality, and produce a videotape. Specialists from the nation's leading news outlets will run the workshops, along with top union communicators.

Coordinator: *Louise D. Walsh*

Television: The Cool Medium

February 20-23
May 29-June 1

This three-day workshop coaches union leaders who are confronted occasionally by television reporters and television cameras.

Participants will have many exercises facing video cameras: a hostile confrontation, a panel discussion, an in-studio interview and 60-second addresses.

One session focuses on working with TV reporters—controlling an interview, recognizing deadly questions and avoiding "no comment." Another concentrates on relating to the camera, gestures, posture, eye contact, dress and makeup, body language, relaxation techniques and visual aids.

Coordinator: *Louise D. Walsh*

Newswriting & Editing for Union Publications

January 21-26
April 8-13

Union editors get coaching on newswriting and editing and pick up ideas from other union editors on how to make a publication more readable and credible. Classes focus on newswriting, feature writing, headline writing, photo editing, news sources, layout and design.

Coordinator: *Louise D. Walsh*

Advanced Editing Skills

April 29-May 4

Have you completed the Newswriting and Editing workshop and are you ready for more coaching? Instruction will focus in depth on layout and design, photo-editing (picture pages, posing pictures, and headline writing). We have more writing tips too!

The workshop is limited to 15. Participants will be asked to bring copies of one recent issue so that specialists can evaluate layout, pictures and headlines.

Coordinator: *Louise D. Walsh*

Conducting Opinion Polls II

May 29-June 1

This program will give trade unionists already familiar with the basics a more advanced understanding of the survey research process. It is intended for those who already have completed *Conducting Opinion Polls I,* or for union staff members now specializing in opinion research.

This program also will cover specialized topics such as the use of micro-computers in the design and conduct of surveys and statistical analysis and interpretation of poll data.

Case studies and examples will be derived from a variety of types of union surveys.

Coordinator: *To be announced*

Application to Register for Labor Studies

To reserve a place in an institute, workshop or seminar at the George Meany Center, please complete this applications and mail it with your check for $110. Your deposit of $85 will be credited to your room and board bill, and $25 covers your registration fee. The deposit for registrants who live in the Washington, D.C. area and commute to class is $60. It covers lunches for one week and registration.

Deposits will be refunded if notice of cancellation is received by the Wednesday before the program. Please make the check payable to the George Meany Center for Labor Studies.

For more information about any program call the Registrar at 301/431-6400.

Registrar
George Meany Center for Labor Studies, Inc.
10000 New Hampshire Avenue
Silver Spring, Maryland 20903

CHECK ONE

☐ Commuting to class
☐ Single room @ $85 daily
☐ Double room @ $65 daily per person doubling with _____

PRINT OR TYPE

Please enroll me for (course): _____

Dates: _____ Enclosed is a deposit of $_____
(Deposit required with application)

Name of applicant: Mr./Ms. _____

Address: _____

_____

City: State: Zipcode:

Sponsoring Union _____

Applicant's Union Office or Position: _____

_____ _____

Office Number and area code Signature Date

Effective Leadership Styles

May 6-11

Leadership is learnable. Every union officer has his or her own style of leadership. Some sell their programs, some encourage participants, some delegate authority, some dictate what has to be done.

The leadership style that works with one group may not be effective with another. What is effective for one problem may not be useful with the same group on another issue.

Through role playing and practice, this institute will help you to shift gears, to vary your methods with the requirements of day-to-day situations.

Coodinator: *Marilyn G. Sneiderman*

The Union Administrator and Business Agent

April 1-6

If you're a full-time officer or business agent, you juggle a variety of problems that require skills and insights that this program can provide.

This workshop will focus on several major concerns: identifying and solving problems, enhancing your leadership style, organizing your time and your support system, organizing the backup system in the office, monitoring finances and budgeting, reaching members and keeping out of trouble with the law.

Coordinator: *Marilyn G. Sneiderman*

Personal Computers for Local Unions

March 11-15

This institute will provide union staff members with information about the uses of mini- and micro-computer systems for their organizations. Uses and applications of union computer systems will be discussed with suggestions for staff training and computer maintenance.

Classes are taught in plain, non-technical terms by instructors who are computer specialists and unionists as well. There will be hands-on workshop sessions for participants using state-of-the-art mini-computers.

The course provides information that will help union staff assess their computer needs, and gives practical background for dealing with computer vendors.

Coordinator: *David G. Alexander*

Labor Relations in the Federal Sector

June 4-8

This week-long institute will provide an overview to important subjects affecting the role of staff and officers in unions representing workers in the Federal Sector. The institute will be taught by professionals in labor relations who have extensive experience in the Federal Sector.

The institute will cover such subjects as: collective bargaining in the Federal Sector; grievance handling and arbitration; how to deal with adverse and performance-based actions; and strengthening the union from within.

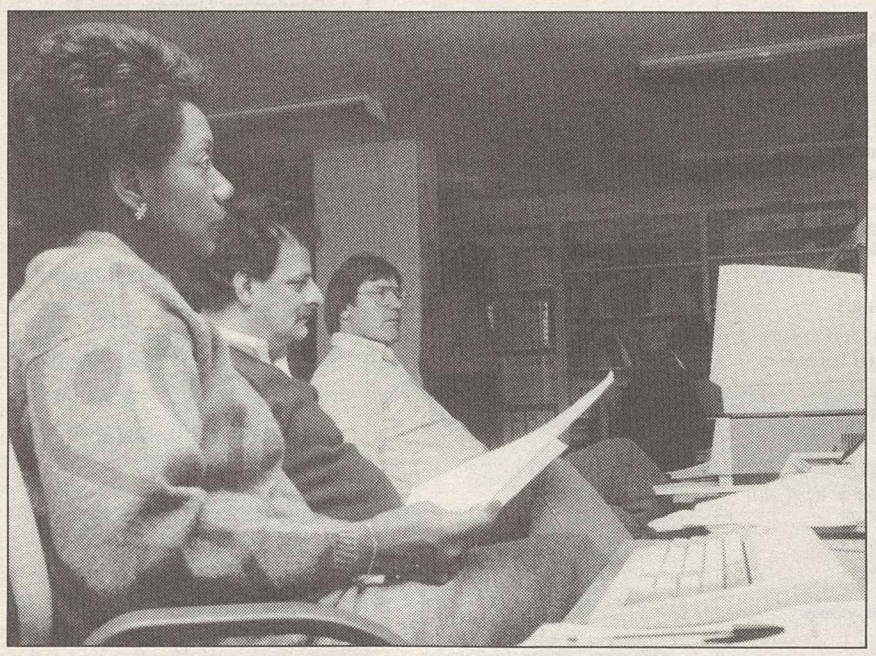
Coordinator: *David G. Alexander*

Effective Union Action for Civil Rights

April 23-27

The AFL-CIO Civil Rights Department's annual conference on *Effective Union Action for Civil Rights* is planned especially for Civil Rights and Women's Rights designees for AFL-CIO unions. The conference is useful as well for all union staff members and elected officers interested in this important subject.

Coordinator: *Marilyn G. Sneiderman*



Union leaders can choose from a wide variety of institutes, from using personal computers to working for civil rights.

College degree program offered

The George Meany Center offers union leaders an opportunity to study for a college degree without interrupting their union work. The program leads to a Bachelor of Arts degree in labor studies from Antioch University.

In addition to an application fee of $25 if you are accepted, a $75 administrative and counseling fee is required. Tuition costs $40 a credit hour ($200 per course). Books and materials are extra.

Room and three good meals a day during your week-in-residence will cost the same as for other Center programs, currently $85 a day single occupancy, $65 a day double.

For more information, call 301/431-6400, and ask for the College Degree Program.

Folk artist John McCutcheon and Laurel Blaydes, executive director of the Labor Heritage Foundation, sing "A Little Water from Another Time," dramatic-historical sketches from the pages of Labor's Heritage, the quarterly publication of the George Meany Memorial Archives. The performance in New York followed the presentation by the Arthritis Foundation of the "Labor Leader of the Year" award to the George Meany Center.

Labor's Heritage showcases the roots of union movement

A new quarterly publication of the George Meany Memorial Archives is a showcase for scholars and a delight for anyone with an interest in the roots of today's trade union movement.

The fourth issue of *Labor's Heritage* offers a portfolio of Ralph Fasanella, whose paintings are powerful and gripping portraits of working people's lives. The intertwined themes of work and family are central to his portrayals of workers' culture, as Nick Salvatore notes in his analysis of Fasanella in the October issue of the quarterly.

Also in this issue is "The Voice of the Gun," a portrait of Colorado's Great Coalfield War of 1913-1914; a profile of State intervention in labor relations entitled "Wisconsin's 'Labor Disputes' Files, 1937-1939"; and "A Career at Labor Headquarters," the papers of Boris Shiskin.

To subscribe, send the following form to: Labor's Heritage, 815 16th Street NW, Room 209, Washington, D.C. 20077-2415.

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Silver Spring, Maryland 20903
301/431-6400

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Union Issues for Working Women

March 4-9

Women work outside the home today in unprecedented numbers. They enter the job market and join unions in greater numbers than men do. The future strength of the labor movement may depend on its ability to reach this new generation of female workers.

This institute identifies concerns of women workers while developing new strategies and approaches to tap the energy that millions of women bring to the trade union movement. Participants examine how unions can act on women's issues through organizing, bargaining, contract administration and legislation. The institute also focuses on building leadership skills.

Coordinator: *Marjorie Rachlin*

Teaching Techniques for Labor Education

March 11-16

Cosponsored with the AFL-CIO Department of Education, the institute explains theory and demonstrates techniques needed to build solidarity and provide knowledge. Whatever your field, this program will help you do a better job when you are called upon to teach in local unions, conferences and labor schools.

Coordinator: *Marjorie Rachlin*

Advanced Teaching Techniques for Labor Education

February 25-March 2

This institute is cosponsored by the AFL-CIO's Education Department and adopts train-the-trainer models created in the United States and Canada. It is designed for full-time union educators and develops advanced worker-centered teaching techniques.

Coordinator: *Diana Linton*

Basic Labor Law

May 6-11

The basics of labor law for staff and full-time officers is the focus of this program. (Law that specifically deals with the building trades is excluded). Most of the course will deal with the private sector. Emphasis also will be placed on current trends and new decisions in labor law.

Participants will examine the law as it affects bargaining, servicing and union administration. (Organizing will not be covered). The approach will be practical—how to recognize and deal with legal problems as they arise, and how to recognize more complex legal issues that require the assistance of an attorney.

Coordinator: *Sharon Simon*

Central Labor Councils: Leadership & Leverage

June 10-15

This institute is designed for full-time and part-time officers and staff of central labor councils who are interested in improving the "leadership and leverage" of their councils to advance the aims of the labor movement in their areas. Participants will look at being more effective in their administrative, service and coordination roles.

Throughout the week, participants will consider AFL-CIO policies and procedures that relate to central labor bodies. Sessions will examine ways to encourage local union affiliation and strategies to build community support and work with the news media. Participants will look at how to meet the needs of different affiliates through upgrading services in education, community relations and strike support.

Coordinator: *Marilyn G. Sneiderman*

Certified Employee Benefit Specialist (CEBS) Programs:

January 8-12 (Life Health Benefits Plans—Course I)

January 8-12 (Employee Benefit Plans—Course IX)

January 12-13 (Course X)

The Certified Employee Benefit Specialist Program consists of 10 courses and corresponding examinations in areas of importance to the employee benefits field, such as life, health and other group benefit programs; Social Security, savings plans and other retirement arrangements; and contemporary legal environment of employee benefit plans.

The 10 courses cover the legal, financial and institutional framework within which employee benefit plans must operate. Emphasis is placed on the fundamental principles underlying the design and operation of individual benefit programs.

For more information, contact: Jeffrey MacDonald at the George Meany Center for Labor Studies, 10000 New Hampshire Ave., Silver Spring, MD 20903.

Coordinator: *Jeffrey MacDonald*

George Meany Center for Labor Studies

CALENDAR

Enrollment is open for institutes and programs listed in **bold type.**

JANUARY

7-12
National Air Traffic Controllers Association

7-12
American Federation of State, County and Municipal Employees

7-12
AFL-CIO COPE

7-12
International Brotherhood of Electrical Workers

8-12
CEBS/Life Health Benefit Plans—Course I

8-12
CEBS/Employee Benefit Plans—Course IX

12-13
CEBS/Course X (Review)

14-19
Brotherhood of Maintenance of Way Employes

14-19
National Air Traffic Controllers Association

14-19
AFL-CIO COPE

15-19
Service Contract Act: Collective Bargaining and Organizing

21-26
Arbitration: Preparation and Presentation

21-26
Negotiating Contracts with State and Local Agencies

21-26
Newswriting and Editing

21-26
United Brotherhood of Carpenters

28-2/2
Arbitration: Preparation and Presentation
(University of Oregon/Eugene)

28-2/2
College Degree Program

FEBRUARY

4-9
Craft of Negotiating

4-7
Amalgamated Transit Union

7-10
Amalgamated Transit Union

11-16
Association of Flight Attendants

11-16
Organizing in the Construction Industry

11-16
United Food and Commercial Workers

11-16
American Federation of Teachers

16-19
The Newspaper Guild

19-22
The Newspaper Guild

20-23
TV: The Cool Medium

20-24
Amalgamated Transit Union

21-23
Basic Health Care Bargaining

25-3/2
Effective Grievance Administration

25-3/2
Transportation/Communications Union

25-3/2
Advanced Teaching Techniques for Labor Education

25-3/2
Labor Law for Organizers

28-3/2
AFL-CIO Community Services

MARCH

4-9
Negotiating for Employee Benefits

4-7
American Federation of Teachers

4-9
Laborers' International

4-10
International Union of Bricklayers

4-9
Union Issues for Working Women

11-15
Working with the News Media

11-15
Personal Computers for Local Unions

11-16
Teaching Techniques for Labor Education

11-16
Organizing I

13-16
Association of Flight Attendants

18-23
UCLEA/AFL-CIO Education Directors

25-29
AFL-CIO Department of Organization

25-4/20
AIFLD #144

APRIL

1-4
Association of Flight Attendants

1-6
International Association of Iron Workers

1-6
Arbitration in the Federal Sector

1-6
Union Administrator and Business Agent

1-13
Communications Workers

8-13
Using Microcomputers in Negotiations

8-13
Newswriting and Editing

8-13
United Brotherhood of Carpenters

15-5/4
African American Labor Center

16-21
Amalgamated Transit Union

22-27
Arbitration: Preparation and Presentation

23-27
Effective Union Action for Civil Rights

29-5/4
Advanced Editing Skills

29-5/4
Transportation/Communications Union

29-5/4
Organizing II

29-5/3
Association of Flight Attendants

MAY

6-11
National Air Traffic Controllers Association

6-12
American Federation of Teachers

6-11
Effective Leadership Styles

6-11
Basic Labor Law

7-11
Association of Flight Attendants

13-18
Advanced Arbitration (University of Oregon)

13-18
Organizing I

13-18
Communications Workers

13-6/8
AIFLD #145

20-25
Advanced Arbitration

20-25
United Brotherhood of Carpenters

20-25
American Federation of State, County and Muncipal Employees

29-6/1
TV: The Cool Medium

29-6/1
Conducting Opinion Polls II

29-6/1
International Union of Electrical Workers

JUNE

3-8
American Federation of Teachers

4-8
Labor Relations in the Federal Sector

10-14
Negotiating and Writing Contract Language

10-15
Discipline and Discharge in Arbitration

10-15
Transportation/Communications Union

10-15
Central Labor Councils: Leadership and Leverage

17-22
Association of Flight Attendants

17-22
Organizing in the Construction Industry

17-22
AIFLD Bermudians

17-29
New Staff Program

24-29
United Brotherhood of Carpenters

24-29
American Federation of Teachers

24-26
The Great Labor Arts Exchange

27-29
Pension and Health Care Bargaining Clinic

Newsmakers

Actors' Equity President **Colleen Dewhurst** gave a special one-woman performance in New York as part of the union's campaign to benefit theater workers stricken by acquired immune deficiency syndrome.

The union's ''Equity Fights AIDS'' effort was established in 1987 and has raised and distributed more than $700,000 to nearly 500 union members living with the disease. Equity members nationwide participated in shows and cabarets during the third annual ''Equity Fights AIDS'' week, Nov. 20-26, with all proceeds benefiting the AIDS fund.

Steelworkers President **Lynn Williams** was a key speaker at an ecumenical conference on ''God's Justice in a New Century,'' sponsored by the Interfaith Action for Economic Justice, a coalition of religious organizations.

''We must not be hesitant about organizing and pursuing goals of social and economic justice for our people,'' Williams said, applauding the coalition's 15 years' work.

AWARDS

The George Meany Center for Labor Studies was awarded a $5,000 grant by Affinity Group Marketing Inc., the firm handling the AFL-CIO's Union Privilege credit card program.

The marketing firm made the grant to show its support ''for the interests of labor,'' President **David C. Mann** said in presenting the grant during the Labor Leaders' award dinner in New York on Nov. 21.

The annual dinner—sponsored by the Transport Workers Union— benefits the Arthritis Foundation.

Edward J. Carlough, president of the Sheet Metal Workers, received the American Labor Museum's Sol Stetin Award, which honors significant contributions to the economic and social advancement of American workers. Bunny Kuiken also was awarded the Sol Stetin honor for her work in tracing the history of the Botto House—home of the museum—and in gaining National Landmark status for the building. She is a descendent of the Botto family.

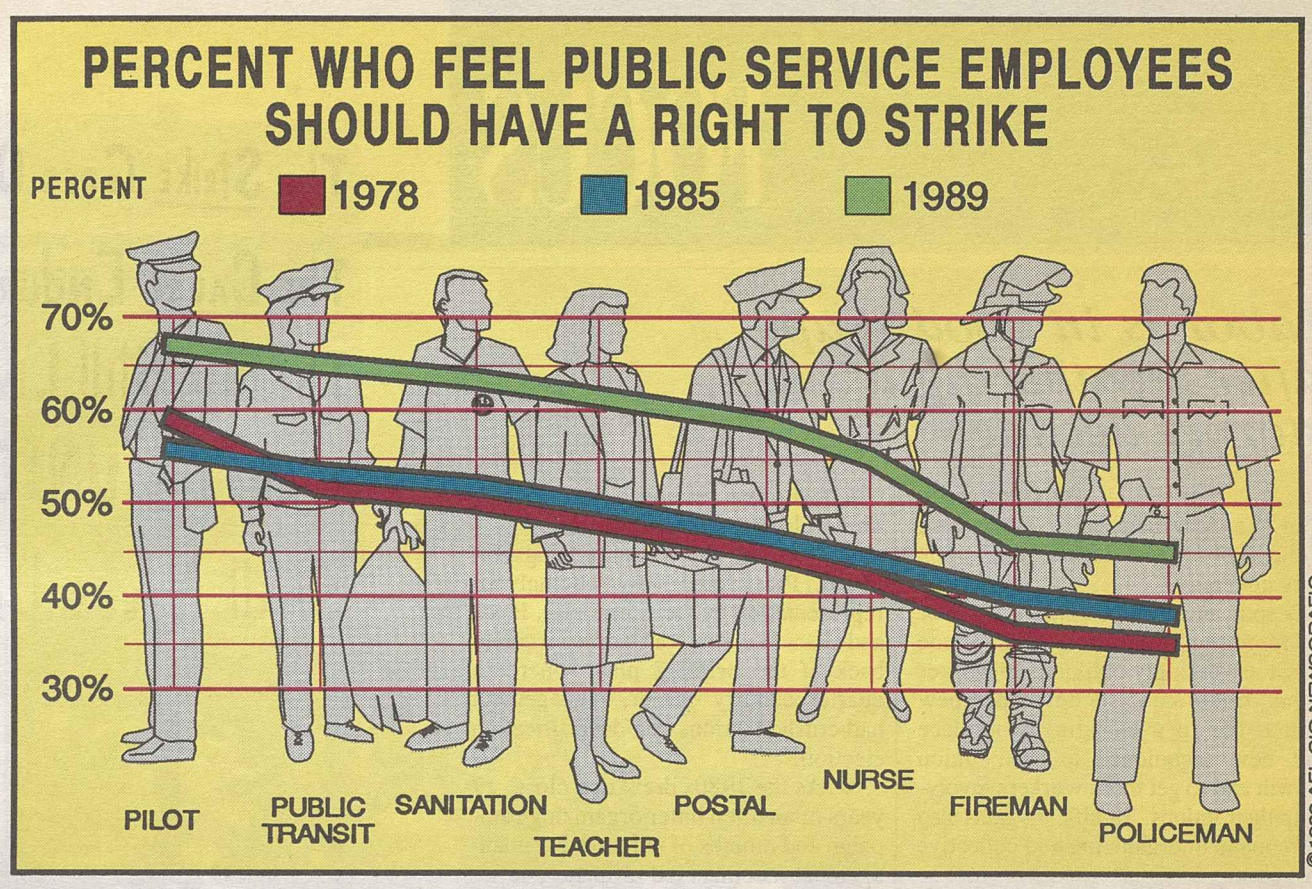
Morton Bahr, president of the Communications Workers, received the Labor Human Rights Award of the Jewish Labor Committee's National Trade Union Council at a dinner in his honor Dec. 5 in New York.

Robert T. McIntyre, executive vice president of the Pennsylvania AFL-CIO and president of Electrical Workers Local 81, recently was presented the first annual William E. Cockerill Sr. Memorial Award by the United Way of Lackawanna County in recognition of his voluntary community service.

DEATHS

Alexander Talmadge, assistant general organizer for the Longshoremen, died December 26 in Philadelphia. He was 64. Talmadge, a longtime member and officer of ILA Local 1291, was elected assistant organizer in 1982. He also served on the advisory board of the Merchant Marine Academy.

A memorial service for longtime AFL-CIO Organizing Director **William L. Kircher** will be held in the lobby of the AFL-CIO headquarters building at 1:30 p.m. January 23. Kircher died in November 1989.



A Roper poll conducted in August 1989 shows rising public support for the right of all public service employees to strike. Of the 2,000 Americans surveyed, these percentages backed the right to strike of the following public service workers: 67 percent for airline pilots; 65 percent for public transit workers; 64 percent for garbage collectors; 61 percent for public school teachers; 58 percent for postal service workers; 55 percent for nurses; 46 percent for fire fighters; and 45 percent for police officers.

Resources

PUBLICATIONS

Social Security in the USA is a 121-page manual on the history and workings of the social security system designed for high school students. The publication, produced by the Nelson Cruikshank Social Insurance Study Project, includes teacher lesson plans and discussion guides to help students understand the program's key components.

Cruikshank served as the AFL-CIO director for social insurance programs before heading the National Council of Senior Citizens and serving as President Carter's chief adviser on aging.

More information is available from the Save Our Security Education Fund, 1201 16th St., N.W. Suite 222, Washington, D.C. 20036. Phone 202/822-7848.

A new report from the Economic Policy Institute, **The Consumer Electronics Industry and the Future of American Manufacturing,** warns that unless American industry takes advantage of new technology—and follows the lessons of its competitors—U.S. leadership in computer and microelectronics industry will continue to erode. The study, by Dr. Susan Walsh Sanderson, outlines specific policies to encourage research, development and manufacturing processes in the industry.

Available for $8 from the EPI, 1730 Rhode Island Ave., N.W., Suite 812, Washington, D.C. 20036. Phone 202/775-8810.

Pennsylvania Trade Unions and Worker Dislocation: Experience and Attitudes, a research project sponsored by the State AFL-CIO. The survey of more than 1,000 local union leaders found that one-third reported job dislocation among members during 1989. Available from the Pennsylvania AFL-CIO, 230 State St., Harrisburg, Pa. 17101.

AFL-CIO TESTIMONY

Legislative Representative Calvin Johnson on legislation to provide basic health benefits for all Americans, before the House Labor Management Relations subcommittee. No. 89-35.

Benefits specialist James Ellenberger on inadequate coverage under workers' compensation programs, before a House Energy subcommittee. No. 89-40.

Legislative Representative Bill Cunningham on foreign trade zones, to the House subcommittee on Trade. No. 89-36.

Economist Arnold Cantor on the Administration's domestic enterprise zone proposal, before the House Ways and Means Committee. No. 89-38.

Submitted by the AFL-CIO: No. 89-33 on vocational education and No. 89-39 on oversight of the Resolution Trust Corp. established to resolve the savings and loan industry crisis.

CONFERENCES/PROGRAMS

The Federal Election Commission is sponsoring a one-day conference and workshop on political action committees (PACs) and political activity of unions, corporations and trade associations. Workshops will cover election law requirements for registering, reporting and fundraising by PAC managers. For more on the conference, to be held Jan. 17 in Washington, contact the FEC at 800/424-9530 or 202/376-3120.

McEntee compares Thatcher rule with anti-union U.S. policies

Blackpool, England

AFL-CIO Vice President Gerald W. McEntee drew parallels between the misguided policies of the Reagan and Bush Administrations and those of Prime Minister Margaret Thatcher to show how government services and labor unions are under attack in both the United States and England.

AFSCME President McEntee, a fraternal delegate to the 121st annual convention of the British Trades Union Congress, told the conference that attacks on organized labor in the United States have ''fostered a new militancy and a new degree of solidarity.''

In the United States, McEntee said, ''the hostility of employers, government and courts has reached a level of intensity not seen for a half century or more.''

''The similar policies of those in power,'' he said, ''have created similar problems for us. Whether its called Thatcherism or Reaganomics, what we are against boils down to is the idea that government should be run for the benefit of those who don't need benefits.''

McEntee said that Thatcher inspired Ronald Reagan and George Bush on privatization.

McEntee also blasted deregulation as ''another manifestation of the mean and greedy ideology we confront.''

''In the United States,'' McEntee said, ''they have deregulated financial institutions generating nearly unbelievable degrees of incompetence and venality. They have deregulated transportation, leading to poorer service, higher prices, new monopolies, and frightening reductions in safety.''

Bible company, GCIU sign pact, end AFL-CIO boycott

Graphic Communications Local 2-B reached a new two-year agreement with Thomas Nelson Publishers of Nashville, Tenn. As a result of that settlement, the firm, which prints Nelson Bibles, has been removed from the AFL-CIO boycott list.

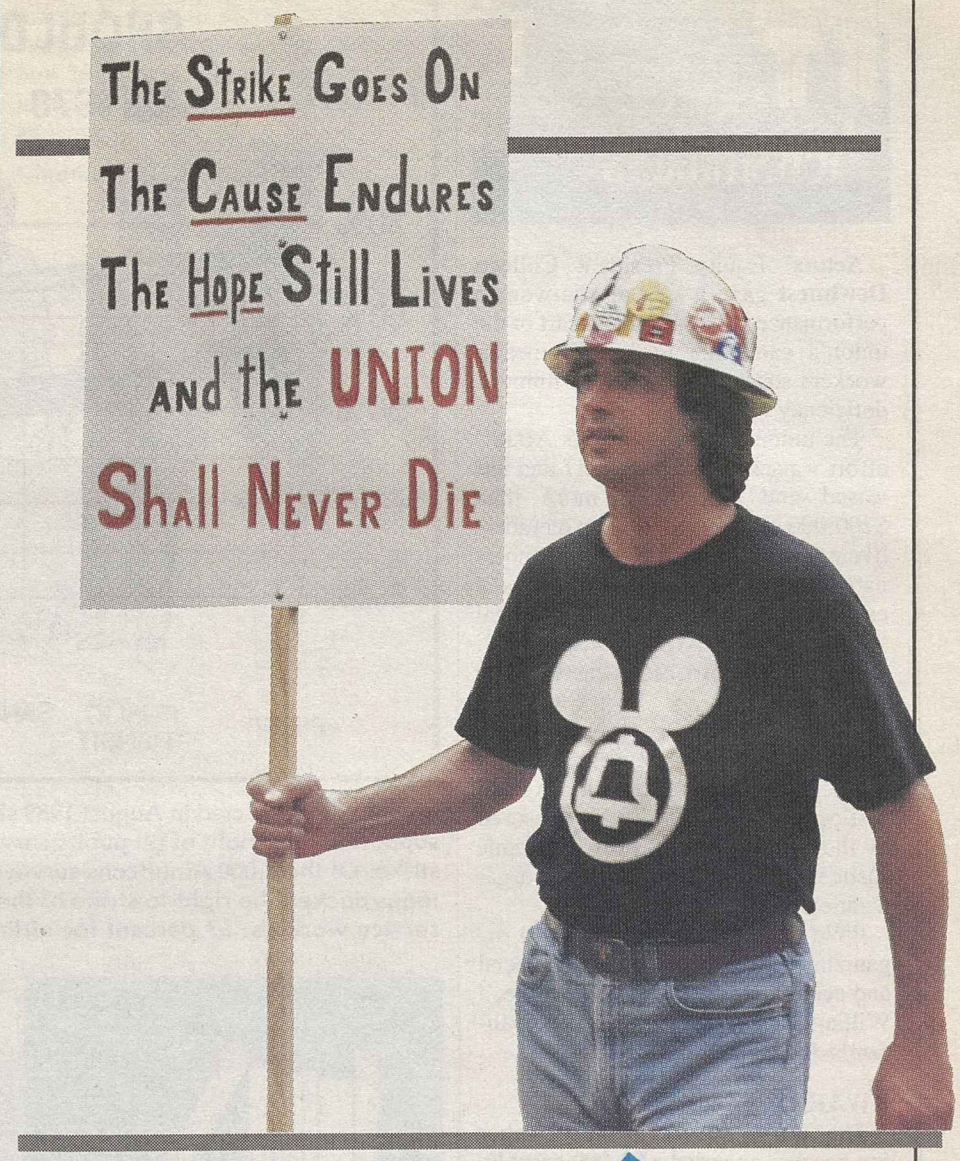
The contract provides an immediate 3-percent wage increase and a $200 signing bonus. It also preserves full health insurance coverage, pension benefits and vacation and holiday leave.

The 57 bindery workers had been working without a contract since last November during Nelson demands for a wage freeze, longer workweek and 50 percent co-payment for medical coverage.

FOCUS

American Labor in the 1980s

Labor is in good shape after weathering a stormy decade



By Gene Zack

For the American labor movement, the 1980s was a decade of triumph over adversity.

Despite an anti-union National Labor Relations Board and a U.S. Supreme Court increasingly oblivious to worker rights, trade unionists developed new approaches to a changing workplace and new techniques to spur union growth and to get more workers involved in their unions. Significant gains also were made in organizing and collective bargaining.

The decade was still in its infancy when workers got the message that they would have to cope with a hostile government as well as their customary adversary—intransigent management.

It began with the Reagan administration crushing the Air Traffic Controllers union and firing 11,400 of its members who went on strike to dramatize dangerous working conditions that threatened the safety of the flying public.

Six years later—although the administration stubbornly rebuffed congressional attempts to put the strikers back on the government payroll—the men and women manning airport control towers voted by a landslide 2-1 majority for the newly founded National Air Traffic Controllers Association, winning back the union representation Ronald Reagan had taken away from them.

There were other dramatic displays of the endurance of the trade union spirit:

- The Clothing and Textile Workers won a contract at J.P. Stevens after a 17-year struggle.
- Ten years after the UAW began an organizing drive, the tenacity of its members finally yielded a contract with Ortner Freight Car Co.
- After years of battling union efforts to organize its chain of nursing homes, Beverly Enterprises promised the Food and Commercial Workers and the Service Employees to provide a "noncoercive atmosphere" during union election campaigns.
- Workers at the former Kingsport (Tenn.) Press voted overwhelmingly for representation by the Aluminum, Brick and Glass Workers—a significant comeback at the printing plant where, a quarter century earlier, management had crushed unions in a decertification election.
- As the 1980s drew to a close, 17 years of an often bitter organizing campaign and months of unique labor-management meetings led ultimately to intensive negotiations between AFSCME and Harvard University and a historic first contract for 3,500 office, laboratory and library workers.

Those were the organizing successes that tended to dominate the headlines. But behind them lay scores of other victories in the ongoing struggle for union representation.

The decade witnessed a dramatic resurgence of organizing in the South that translated into election victories in this former bastion of anti-unionism. In the face of sophisticated campaigns of fear, harassment and intimidation, workers showed that their desire to organize remains as strong as ever.

They chose, for example, the Clothing and Textile Workers at large plants in Mississippi, Virginia and Georgia; the Electronics Workers and the Bakery, Confectionery and Tobacco Workers in Tennessee; the UFCW at catfish processing plants in the Mississippi delta and at poultry processing plants in North Carolina, and the UAW at the Mack Truck plant in South Carolina.

And an innovative campaign involving nearly a score of unions affiliated with the AFL-CIO Building and Construction Trades Dept. assured union participation in construction of a new Georgetown, Ky., Toyota plant.

Nationwide, trade unionism has been flourishing where the workforce is flourishing, growing where the jobs are growing. In the past decade, AFL-CIO unions in teaching, health care, public service and communications showed an average growth of 200,000 each—compelling evidence that today's workers turn to trade unionism for the same reason they always have: better lives both on the job and when the day's work is done.

Coordinated organizing became one of the decade's most innovative approaches to the challenges facing workers in their effort to win representation rights. These techniques proved their worth as unions pooled staff, training programs and volunteers in specific organizing projects. And the creation of the AFL-CIO's Organizing Institute will reinforce such efforts and help produce more victories in the 1990s.

The decade saw a sea-change at the bargaining table. As the 1980s began, management took advantage of a sagging economy and massive trade deficits to wring economic concessions from workers whose jobs were imperiled by a rising tide of imports.

To preserve both their jobs and their industries, unions agreed to demands for pay freezes and in some cases wage and benefit takeaways, with the proviso that these losses would be restored once an ailing company or an at-risk industry got back on its feet.

Labor and management then joined forces and, in defiance of the Reagan administration's discredited "free-trade" philosophy, won congressional passage of legislation to get tough with countries that use unfair tactics, including denial of worker rights, to rack up excessive trade surpluses with the United States.

Labor's flexibility at the bargaining table and its effective lobbying techniques helped salvage a number of basic industries and paved the way for economic resurgence here at home. In negotiating new contracts toward the end of the decade, unions were successful for the most part in gaining back the benefits they had given up earlier and forging new benefits packages.

Among the bargaining innovations

J.P. Stevens workers in Port Huron, Mich., vote "thumbs up" for the Clothing and Textile Workers.

Evidence abounds that a union card remains a worker's best friend.

that proliferated during the 1980s were Employee Stock Ownership Plans (ESOPs), which invest primarily in employer securities. By the end of the decade more than 8,000 companies had set up ESOPs, covering more than 11 million workers. Workers' desire to buy into the workplace also resulted in profit-sharing and gain-sharing plans.

The 1980s were marked by another phenomenon: the emergence of the two-tier contract, which permitted lower wage scales for new entrants into a company's workforce. This management demand was less than palatable for workers and their unions. But the double-digit unemployment rate of the Reagan Recession was taking its toll on workers and their families, and unions reluctantly bowed to this economic necessity.

But the trend was short-lived. Although the two-tier system remains in force in some contracts negotiated earlier in the decade, unions have been successful in recent years in stripping such provisions from collective bargaining agreements that have been subject to renegotiation.

There were times when the strike became the only weapon available to workers facing management refusal to bargain in good faith. In such instances, the federation and its affiliates mobilized their resources—contributing funds, food, people power and other forms of assistance to prevent management from beating down strikers with an economic club.

Major successes flowed from trade union solidarity on the picket line. Two cases help illustrate the point:

- In mid-decade, the UFCW hit the bricks at IBP Inc.'s Dakota City, Neb., plant after a three-month-long lockout that followed management's unilateral decision to slash wages and benefits. The work stoppage lasted eight months. But when it was over, the 2,800 workers had won their first wage increases since 1981.

- As the decade drew to a close, it took a seven-week strike by 57,000 Machinists to win a new three-year contract at Boeing Co. in Seattle, the nation's largest aerospace manufacturer. The contract—which could set an industry-wide pattern in the coming decade—raised wages, cut mandatory overtime and improved health and pension benefits.

But there were other times when the message of labor solidarity was so strong that management backed away from its hardline attitude and came to terms on a settlement without a strike.

Such was the case, for example, when a unity bargaining team from the Communications Workers and the Electrical Workers won a historic contract for 175,000 members employed by American Telephone and Telegraph Co. without having to unsheathe the strike weapon.

The AFL-CIO Strategic Approaches Committee, which coordinates labor's support for affiliates that ask assistance in critical negotiations, had mobilized a vast array of labor resources—including an ''electronic picket line'' that would have made it possible for union members to switch their long-distance phone calls from AT&T to another carrier in the event of a strike.

The determination of CWA and IBEW negotiators and the knowledge that the federation stood shoulder-to-shoulder with their workers caused management to drop schemes that would have cut health care, undermined seniority and gutted skilled jobs. Instead, AT&T agreed to a package that included pay increases, a health care cost-containment provision, pension increases and a new profit-sharing plan.

The AT&T settlement also addressed what has been rapidly developing into the collective bargaining centerpiece for the balance of this century—family benefits that include child care and elder care, issues of growing importance both for single parents and for families in which both parents must work to keep pace with rising living costs.

Provisions for child care and family and medical leave subsequently were woven into contracts CWA and IBEW negotiated with regional telephone companies—the ''Baby Bells'' created in the wake of the court-ordered breakup of the giant Bell Telephone Co.

Provisions dealing with these same issues, including establishment of on-site day care centers, also have been negotiated by such diverse groups of

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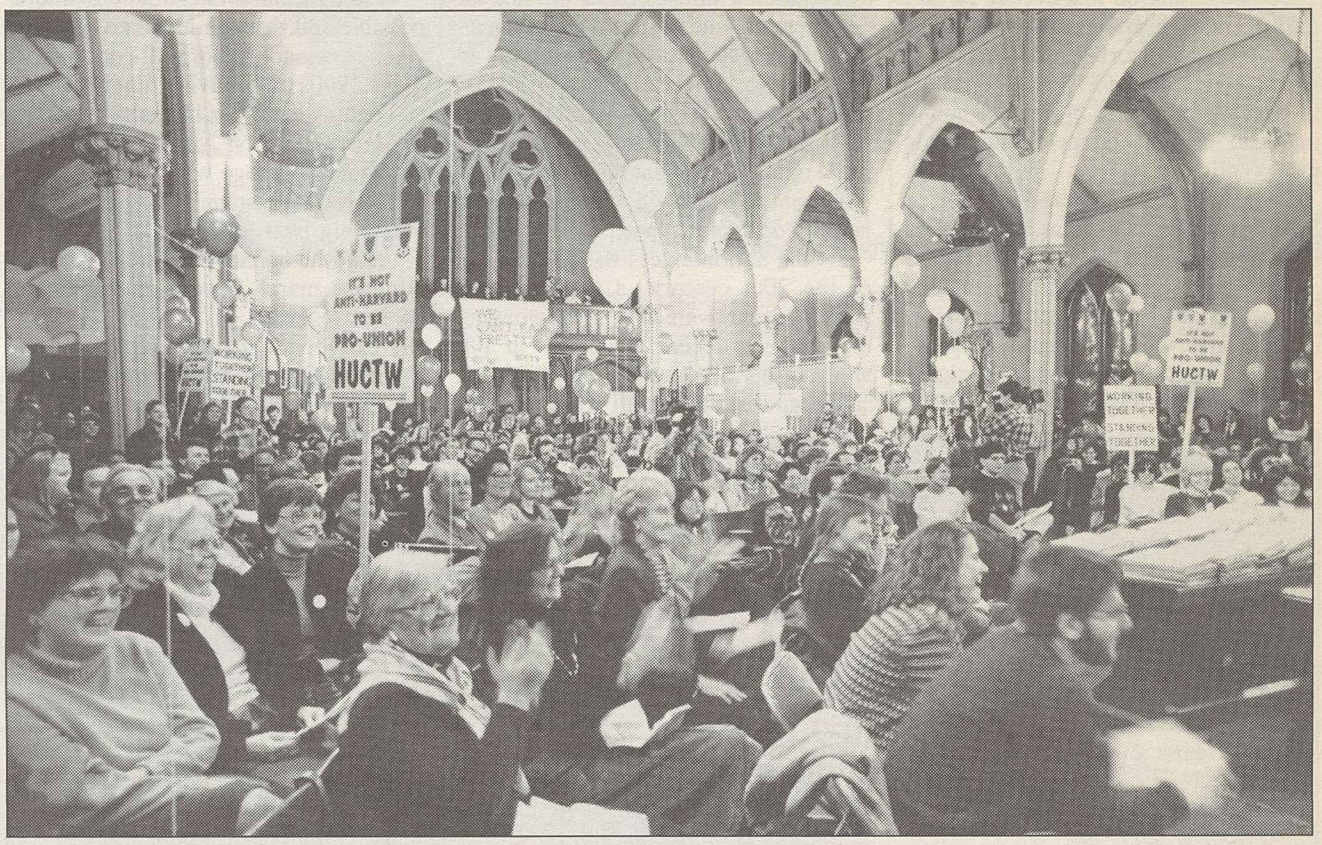
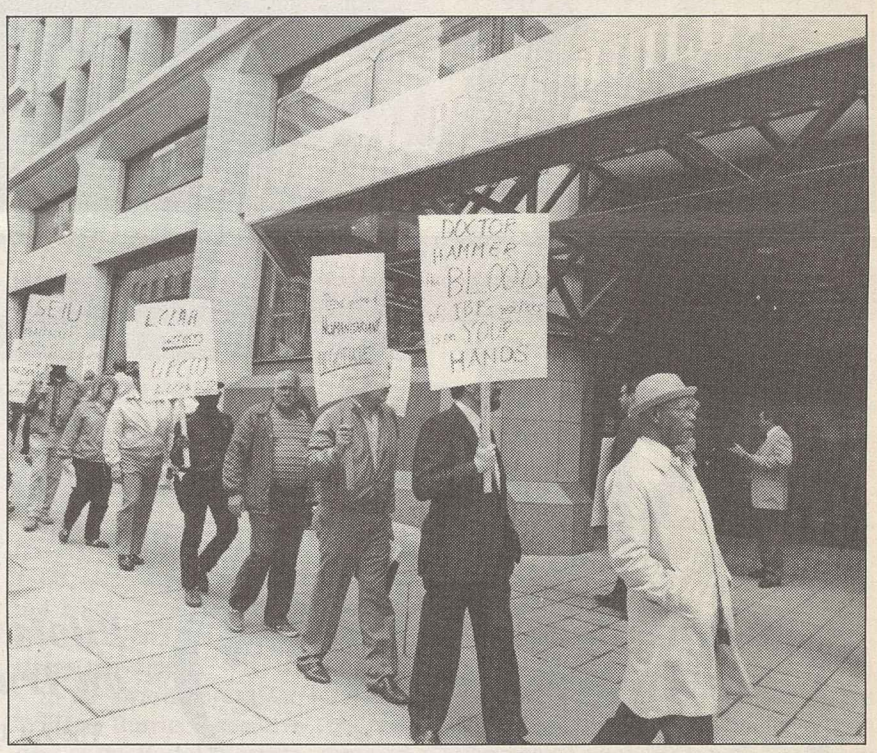
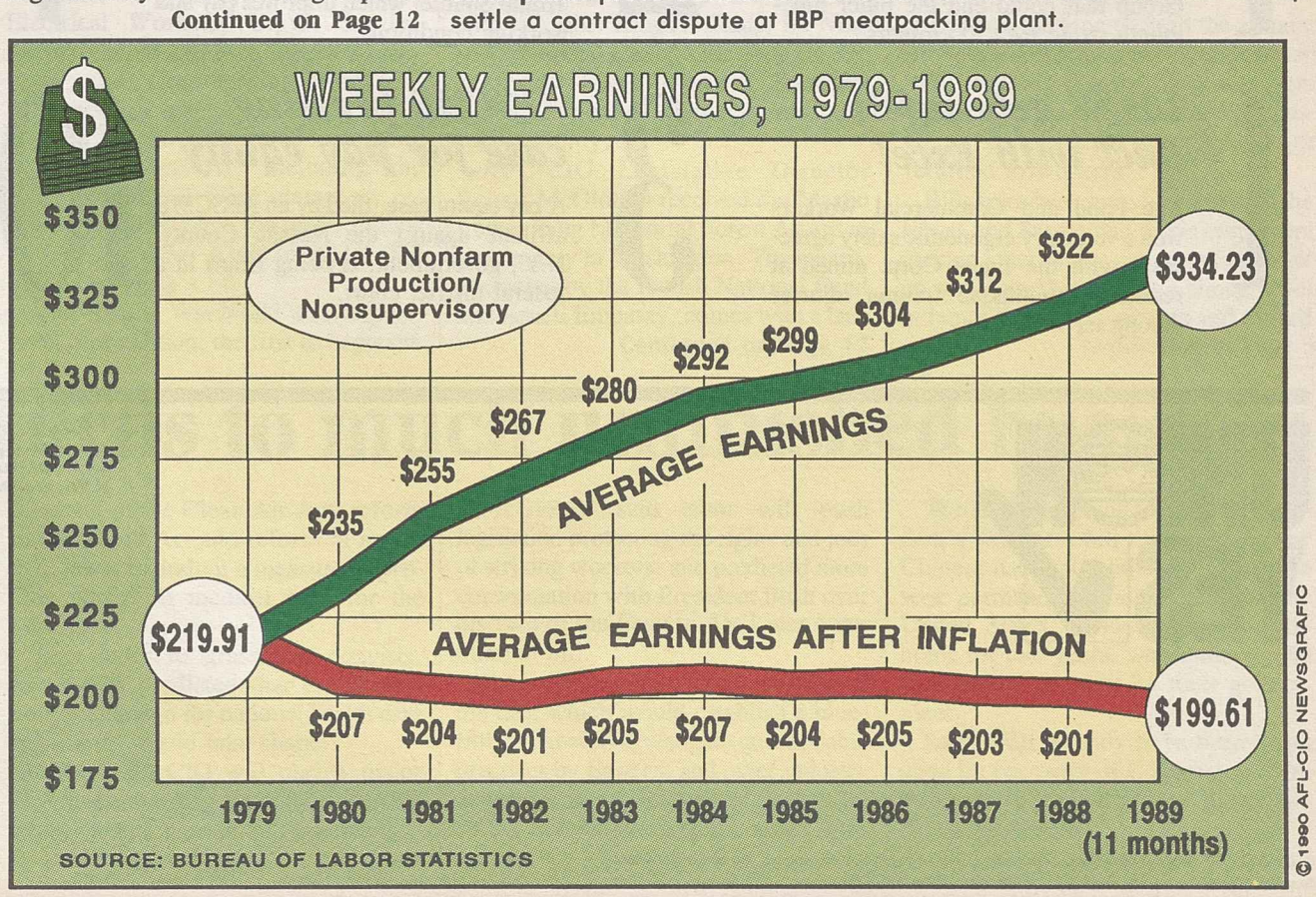


Harvard University workers rally during AFSCME organizing drive that led to an historic first contract.



Union pickets press Occidental Petroleum chief Armand Hammer to help settle a contract dispute at IBP meatpacking plant.



Health care, family issues challenge for '90s

Continued from Page 11

union members as UAW production line workers at Chrysler Corp. and AFSCME members at Harvard.

Looking back on this decade of turmoil, evidence abounds that a union card remains a worker's best friend—worth an average of $124 a week extra in paychecks, plus a big added bonus in health insurance, pensions and other job benefits.

The latest data from the Bureau of Labor Statistics, which has been gathering pay comparisons for most of the decade, show union workers maintaining a big lead over their nonunion counterparts, whether measured by occupation, sex, race or national origin.

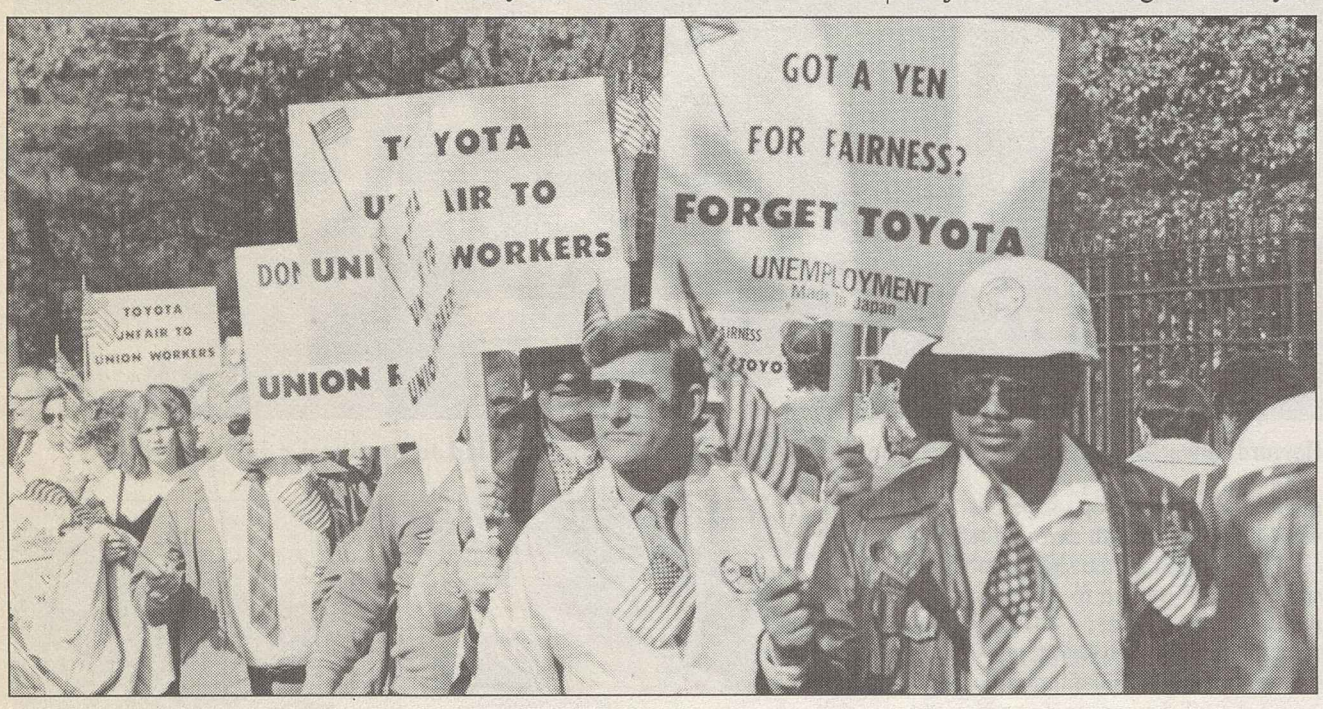
Workers made organizing and collective bargaining progress in the '80s despite government tolerance of harsh employer campaigns of intimidation, despite curtailment of the right to strike by continuing shifts in labor law and its enforcement, and despite a judicial majority that systematically chips away at programs to achieve equal opportunity.

This is not to suggest that all the problems have been solved—only that the trade union movement has been able to continue its forward march despite serious obstacles placed in its path.

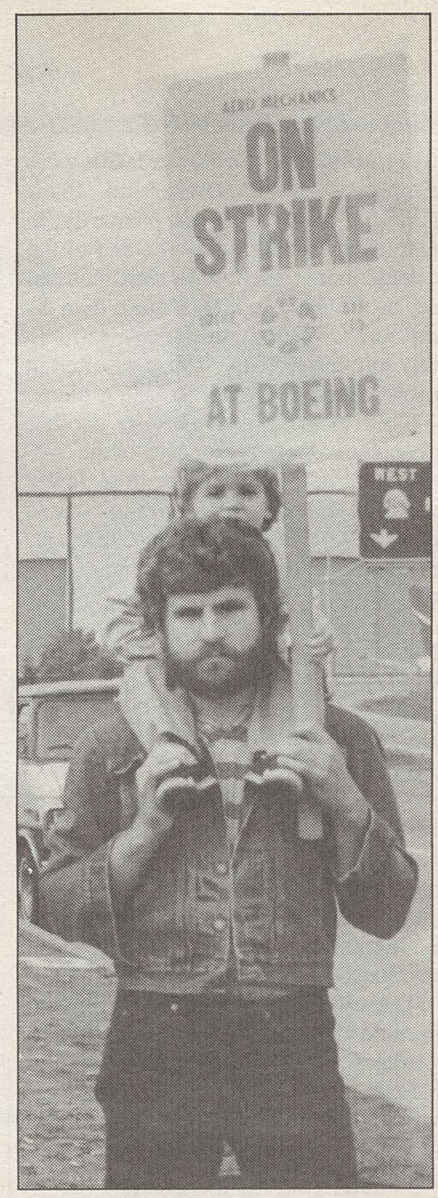
As the nation enters the last decade of the 20th century, a reinvigorated trade union movement will be working to maintain decent standards in the workplace, to guarantee occupational safety and health for all workers, and to assure adequate job training and retraining to equip the nation's workforce with the skills to engage in global economic competition.

Through contract negotiations where possible and through legislative action when necessary, labor will concentrate in the 1990s on resolving family issues, and ending the crisis in health care that has left 37 million Americans without insurance coverage while loading onto collective bargaining a burden it cannot safely bear.

Under the banner of solidarity, labor is on the march toward its traditional goal of securing for all workers a fair share of the wealth they help create and a full measure of dignity and justice at the job site and throughout society.



At Japanese embassy, unionists protest Toyota's refusal to hire union building trades crews at a Kentucky plant.



Machinists stand firm at Boeing Co. during a successful seven-week strike in Seattle.

INSIDE

VOLUME 35, NUMBER 1
JANUARY 8, 1990

AFL-CIO NEWS

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The Mine Workers are voting on a tentative agreement with the Pittston Coal Group that could end the bitter nine-month strike by 1,700 miners.

2 ***Pilots are set to vote on Trump agreement***

The Air Line Pilots are preparing to vote on a tentative four-year package at Trump Shuttle, which improves pay and working conditions.

4 ***Nuclear job hazards aired at conference***

The Nuclear Workers Conference, sponsored by the Industrial Union and Metal Trades Departments, backed legislation on workers' safety and health concerns.

1 ***UFCW gets safety pact with Excel***

The Food and Commercial Workers won a voluntary ergonomic safety agreement with the Excel Corp. aimed at reducing cumulative trauma injuries among its workers.

3 ***AFSCME pressing case for pay equity***

A pay equity case, filed by an AFSCME affiliate against the Nassau County, N.Y., government, is being heard in a federal district court.

10 ***Labor weathers stormy decade***

The American labor movement triumphed over adversity in the 1980s and is entering the 1990s atop a solid base of organizing, bargaining and legislative victories.

UNION YES

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AFL-CIO NEWS

VOLUME 35, NUMBER 2 JANUARY 22, 1990

HOW CONGRESS VOTED IN 1989 SESSION

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A delegation of visiting Soviet miners joins Martin Luther King Jr. memorial parade in Atlanta.

Labor embraces King on his day

By Magda Lynn Seymour

While bells tolled in 144 countries and the 50 states in honor of slain civil rights leader Martin Luther King Jr., trade unionists carried the banner of the fallen hero in marches and rallies across the country.

The federal holiday was celebrated Jan. 15, the first time it has fallen on King's actual birthday.

Most of the activity was centered in Atlanta, where a week of events sponsored by the King Center for Nonviolent Social Change and the King Federal Holiday Commission culminated in a massive march on Monday.

Labor's marchers in Atlanta included a visiting delegation of miners from the Soviet Union, who carried a banner identifying themselves as international guests of the AFL-CIO. The miners, the first delegation of Soviet free trade unionists to visit the United States, are guests of the federation under a program sponsored by the United States Information Agency.

Unions represented in the march included the Clothing and Textile Workers, AFSCME, Communications Workers, Carpenters, Postal Workers, Electrical Workers, UAW, Service Employees, Machinists, Steelworkers, Food and Commercial Workers, Teachers and others.

Other unions participated in ongoing educational efforts, including the Teachers, which filled classroom requests for 10,000 free kits on the history of Martin Luther King Jr. and 1,000 videos on King's life.

The Retail, Wholesale and Department Store Union, the first to negotiate King's birthday as a paid holiday in 1968, also participated in events honoring King. In addition, the AFL-CIO sent out over 5,000 posters on the civil rights movement.

In an awards breakfast in Atlanta, William Burrus, executive vice president of the Postal Workers, received a distinguished service award from the Martin Luther King Jr. Center for Nonviolent Social Change Inc., which also presented Mine Workers President Richard Trumka an award for social responsibility.

AFL-CIO Legislative Director Robert McGlotten received the Martin Luther King Memorial Forest Award in a ceremony in Washington. The award, presented by the Jewish National Fund and Israeli Embassy, comes with a tree

Continued on Page 12

Labor seeks law to curb pension raids

Terminations, reversions threaten worker security

By Candice Johnson

Millions of working Americans face an uncertain economic future as more companies attempt to turn so-called excess pension funds into a corporate handout or seek to alter traditional retirement programs with riskier investments.

While these changes more often affect nonunion workers who are unable to bargain for secure pension protections, union workers also may be affected by corporate managers seeking quick cash or companies who purposely underfund their plans.

To slow the flood of pension plan terminations and reversions, the AFL-CIO is pressing the 101st Congress to limit abuse of workers' pension funds.

In the 1980s, employers sought to gain control of mounting pension funds by terminating the plans, setting up often meager substitutes, and absorbing the extra cash. That money has been used to fund corporate raids and takeovers and golden parachutes for top executives, instead of increased benefits for current and future retirees.

Because of a loophole in the Employee Retirement Income Security Act (ERISA) more than 2,000 pension plans covering 2 million workers have been terminated since 1983, with $20 billion reverting to corporations.

Labor is seeking to limit the amount of "excess assets" employers can tap into, stressing that the funds represent deferred wages and either should be used to increase pension benefits or returned to workers.

Bills have been introduced in both the House and Senate that direct employers seeking to terminate pension plans to set up new plans that provide a similar level of benefits for both current and retired

Continued on Page 3

Congress returns to much unfinished business

By Candice Johnson

The 101st Congress gets back to legislative cases Jan. 23, and the AFL-CIO is pursuing several pieces of unfinished business that will be moving to the front burner, said Robert McGlotten, federation legislative director.

Among pending bills are labor-backed efforts to expand the availability and quality of child care and to adopt employer-provided family and medical leave benefits.

Other issues in the hopper include an overhaul of the Clean Air Act, reform of the Hatch Act and reform of health care laws, including a measure to provide access to medical care for the uninsured.

In a letter to grassroots activists, McGlotten predicted that the federation's campaign for national health care legislation would take shape.

"The AFL-CIO will play a major role in shepherding legislation to bring quality health care to all Americans," he said.

McGlotten said labor will push legislation protecting the rights and jobs of striking workers, and predicted more confrontation with President Bush over his veto of the Eastern Air Lines commission bill.

Labor is seeking a veto override of the bill, which would establish a blue-ribbon panel to investigate questionable practices by Eastern, and other industry concerns. The strike against Eastern by 8,000 Machinists is now in its 11th month.

The House also will take up the president's veto of a bill that would allow Chinese nationals with student visas to seek permanent resident status in the United States without first returning home for two years, where they could face harsh treatment by their government.

Some bills already have been acted upon by one body of Congress and are awaiting further action in either the House or Senate.

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SEIU accord brings gains for 30,000 in New York

New York

Thirty thousand members of the Service Employees Local 32B-32J began 1990 with a new employment contract that guarantees them a 15 percent raise over three years and improved benefits.

The four-borough agreement between the building service employees union and the New York Realty Advisory Board took effect Jan. 1. The contract covers cleaners, guards, handypersons, starters, superintendents, and virtually every other category of building service and maintenance workers.

Cleaners who in 1989 earned $11.79 an hour now will earn $12.34. In 1992, they will earn $13.54. The New York City cleaners are the highest paid in the country. Nationally, the average wage for building service workers is $7.14 an hour.

Gus Bevona, Local 32B-32J president and chairman of SEIU's building services division, served as the union's chief negotiator. He said negotiations began with the Realty Advisory Board seeking give-backs on premium pay, sick leave, hours of work, job security, health coverage, holidays, severance pay, the right to strike, as well as a proposal for mandatory drug testing. All concessions were defeated after the union indicated its readiness to strike.

"We set up strike headquarters in seven districts, met with 2,000 strike captains and printed 50,000 picket signs — with a stand-by order for more," said Bevona.

Negotiations resulted in employers agreeing to pick up all the costs of the new benefit package, including an additional $29 a week for health insurance. The employers' contribution to an annuity fund will increase from $3 to $7 per week, with the maximum monthly pension benefit for retirees increasing from $525 to $550, up to $575 in 1992, and an additional five percent increase up to the plan's maximum for retirees already receiving a pension.

The agreement also improves dental, medical and life insurance, legal services and meal allowances. It establishes a perfect-attendance bonus, maternity/paternity leave, a 24-hour emergency medical information center at the union's health center, three new $16,000 undergraduate scholarships for the children of employees (for a total of 20), and one new $32,000 graduate scholarship (for a total of 4).

Bevona said the agreement was the result of hard work by the union's bargaining committee, which includes the local's officers, executive board, and rank-and-file members elected from each of the districts. He also credited the strike captains and rank-and-file members for "the solidarity and support" which made the contract possible.

Local 32B-32J has nearly 70,000 members in New York and New Jersey. It is one of the largest local unions in the country. Bevona succeeded John J. Sweeney, now president of SEIU, as president of the local.

Mine Workers firm up terms of Pittston pact

Picket lines remain

The Mine Workers are continuing to work out the terms of a tentative settlement reached earlier this month with Pittston Coal Group Inc.

Before the agreement can be voted on by the 1,700 striking miners, the UMWA and Pittston must resolve unfair labor charges, court fines, and benefit fund concerns. Meanwhile, picket lines remain up at Pittston sites in Virginia, West Virginia and Kentucky.

Union and company representatives have been meeting with National Labor Relations Board officials to settle claims made by both sides during the 10-month dispute. The UMWA also is negotiating on $60 million in fines levied by state and federal courts in Virginia and West Virginia.

Trustees of the coal industry's health and pension funds, which depend on employer contributions made by the Bituminous Coal Operators Association, also must approve Pittston's plans for benefit contributions.

Pittston had withdrawn from the industry group, seeking to drastically limit coverage and to force miners to pay a portion of the health insurance premiums.

As part of the agreement, the Labor Dept. will establish a commission to investigate health and pension programs for the coal industry and make recommendations for future funding of benefits.

Miners will discuss and vote on the settlement at membership meetings in Virginia, West Virginia and Kentucky.

AFL-CIO President Lane Kirkland confers with Friedrich Verzetnitsch, second from right, president of the Austrian Trade Union Confederation (OGB), and members of the Austrian labor delegation. The meeting was the first held in several years. Delegation members included OGB officials Karl Drochter, and Karl-Heinz Nachtnebel, and Siegfried Dohr, president of the Union of Public Service Employees.

Labor blows whistle on Boston racket paper

Boston

The Massachusetts AFL-CIO's call for the state to investigate a "labor ad book" scam resulted in the operation's shutdown, but not before some area businesses had been bilked.

Such scams usually run under names created to sound like a legitimate union organization and use high-pressure tactics to coerce businesses to purchase ad space in publications that are rarely printed.

The International Labor Communications Association (ILCA) keeps tabs on known racket papers, and alerts other union groups to the danger.

In the Boston case, a telephone solicitation urged businesses to purchase ads in "our Union Publication and Professional Services Directory."

Businesses were told the "information is being published in an official union publication that will be distributed to the local organized men and women in this area." The call was followed by a letter and more telephone calls urging quick action.

State AFL-CIO President Arthur R. Osborn, in a letter to state Attorney General James Shannon, said the federation had uncovered "what appears to be a misrepresentation" to lawyers, businesses and professional services.

The solicitation letter from the "Metal Trades Council for the Greater Boston Area," obtained by the state federation, begins "on behalf of the membership of Organized Labor" and requests ads ranging from $325 to $1,500.

Osborn's letter said this "organization has no official connection or affiliation with the 400,000 families or 750 local unions" in the state federation. In another letter, the AFL-CIO Metal Trades Department said that, although it had chartered a council by that name, it is now defunct.

The state attorney general's Consumer Affairs Division is investigating the scam operation, interviewing lawyers and others contacted to purchase ads.

Before the operation closed, callers to the "Metal Trades Council" got an answering service that referred questions to "Jack Church," who did not return calls. The telephone was answered "Metal Trades" or "Metal Trades Referral Program."

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UFCW wins again as SeaFirst nears end of line

Seattle

Some 4,000 members of Food and Commercial Workers Local 1182 appear to be near the end of a marathon 12-year struggle as the 9th Circuit U.S. Court of Appeals ordered Seattle-First National Bank to bargain with the local it has refused to recognize since 1978.

SeaFirst, which has been a subsidiary of BankAmerica Corp. since 1983, has avoided negotiating with the union by using an endless string of appeals to the National Labor Relations Board and the federal judiciary.

In the past dozen years, the case has bounced back and forth between the labor board, appellate courts and the U.S. Supreme Court. Whenever SeaFirst lost — including by a unanimous vote of the nation's highest court in 1986 — it tried new legal delaying tactics.

But, said Justice Betty B. Fletcher in writing for the majority in the 3-2 decision in the UFCW's favor, time has finally run out on the bank and it can no longer seek another reconsideration of the case either in that court or by the NLRB.

Each delay sought by management since 1978 has become "the basis of an argument that there ought to be more delay," she wrote. "When will it stop? We stop it here. We decline to expand the record before this court or to remand" it to the labor board for reconsideration.

SeaFirst's latest argument was that there was a lack of continuity in union representation because so much time had elapsed since the independent Financial Institution Employees of America voted in 1978 to affiliate with the Retail Clerks, one of the predecessor unions of the UFCW.

But the 9th Circuit found that the union operated in substantially the same way after affiliation as it did before.

"The Supreme Court has stated that the central policy of the National Labor Relations Act is to promote industrial stability and that allowing employers to respond to ordinary affiliations by refusing to bargain with a duly elected union would undermine that policy," the court ruled.

SeaFirst's original refusal to bargain was based on the claim that non-union employees at the bank were denied the right to vote on the affiliation. In 1979, the labor board ruled that the balloting was conducted properly and ordered the bank to return to the bargaining table.

Instead, management appealed to the federal courts, and the following year the court permitted the NLRB to reconsider the affiliation issue.

While that portion of the case languished in the NLRB, the court in 1981 noted the record contained evidence of SeaFirst's "bad faith" in the bargaining process and sent that issue back to the labor board, too, asking for a ruling as to whether management had violated federal labor law.

The board, now dominated by Reagan appointees, subsequently ruled that the bank had not bargained illegally, and in 1982 reversed the earlier NLRB decision and found the affiliation vote was improper because non-members were not permitted to vote.

In 1984, the 9th Circuit overruled the NLRB, declaring it made no sense to give nonmembers a voice in internal union matters. Two years later, the Supreme Court upheld the appellate court's view.

Writing for a unanimous high court, Justice William Brennan held that the labor board had exceeded its authority and branded its action as independent union's decision to affiliate, thereby allowing the employer to directly interfere with union decisions."

SeaFirst has been on the federation's unfair list since 1979, and its continued flaunting of court rulings led AFL-CIO President Lane Kirkland to issue a call to affiliates last month to steer clear of pension dealings with Bank-America, parent firm of the Seattle bank.

It could not be determined immediately whether SeaFirst will bow to the 9th Circuit's order to return to the bargaining table it left a dozen years ago, or will carry one last appeal to the Supreme Court.

Unionists gather for the dedication of a labor memorial at Perry Square in Erie, Pa. The 10-foot granite monument, which honors the state's working men and women, was built by union craftsmen. The $40,000 project was coordinated by the Erie AFL-CIO Community Services Committee, in conjunction with the Erie County and Erie labor bodies and the Great Lakes Building and Construction Trades Council.

Old business tops agenda for Congress

Continued from Page 1

On child care, the House is debating separate proposals to help working parents. One labor-backed bill reported by the Education and Labor Committee, similar to one adopted by the Senate in June, provides $1.75 billion for ex panded Head Start and care facilities. Another measure, approved by the Ways and Means Committee, would supplement existing social service block grants and provide a child care tax credit to lower-income families.

In both chambers, bills requiring employers to provide some paid time off to parents of newborn or sick children, or dependents await floor action.

Hatch Act reforms adopted by the House in April would restore political rights to federal and postal workers away from the job, while still maintaining protections from political pressure. The bill, passed by a veto-proof margin in the House, goes to the Senate for consideration.

Major debate is expected over proposed changes to the Clean Air Act. The AFL-CIO and affiliates are pressing for revisions that address acid rain and auto emission concerns without jeopardizing workers' jobs.

Other initiatives likely to be considered early in the session include:

- Civil Rights for Disabled Americans. The House will consider a measure similar to one adopted in September by the Senate, which gives disabled Americans the same protections granted to women and minority citizens under the 1964 Civil Rights Act.
- Capital gains tax. The Bush administration will continue to press for a cut in the capital gains tax rate. Under a proposal introduced last November but blocked from a final floor vote, the majority of tax benefits would go to Americans earning more than $200,000 a year.
- Campaign finance reform. Several measures have been introduced in both the House and Senate to limit the influence of interest group campaign contributions and to reduce the cost of elections.

Pension fund abuses undercutting workers

Continued from Page 1

workers and include some cost-of-living adjustment for retirees.

The AFL-CIO and affiliates also are pressing for worker representation on the boards of trustees of single employer pension plans. While multi-employer plans have had labor representation for more than 40 years, control of pension assets in single-employer plans is held by trustees appointed only by management.

The Senate bill to limit pension terminations and reversions, sponsored by Sen. Howard Metzenbaum (D-Ohio), was approved by the Labor and Human Resources Committee during the last session. A House version was adopted as part of the budget reconciliation process but dropped during the final conference.

Also dropped from reconciliation was an amendment by Rep. Peter Visclosky (D-Ind.) calling for labor representation for single-employer plans.

Further clouding the pension outlook is the Pension Benefit Guaranty Corp., the federal agency charged with insuring the benefits of nearly 40 million workers. Increasingly, the PBGC has had to shoulder the pension obligations of troubled manufacturing industries.

When LTV Corp. filed for bankruptcy protection in 1986, the PBGC terminated the steelmakers' plans and assumed pension responsibilities for nearly 100,000 active and retired workers, an estimated obligation of nearly $2.2 billion.

But because the PBGC does not insure supplemental pension benefits as negotiated by the USWA, thousands of union retirees lost as much as $400 a month and active workers saw their future pensions frozen at the existing benefit level.

In 1987, the Steelworkers renegotiatied their collective bargaining agreement with LTV, establishing a new, defined contribution benefit plan and restoring some of the supplemental pension benefits lost when the steelmaker filed for bankruptcy.

The PBGC charged the steel company with abusing the pension insurance program and filed suit to force LTV to take back responsibility for its plans.

The courts have upheld LTV's position, stating that the PBGC's concerns do not override those of other creditors or the collective bargaining agreement reached with the USWA. The PBGC's final appeal will be heard by the U.S. Supreme Court in late February.

In 1987, partly in response to the LTV situation, Congress voted to increase the annual premiums the PBGC charges companies to $16 per worker and adopted "economic distress" provisions to aid the agency in recovering funds from companies emerging from bankruptcy.

To limit fund terminations, the PBGC is negotiating extended funding plans with companies in bankruptcy to ensure full contributions without jeopardizing financial reorganization.

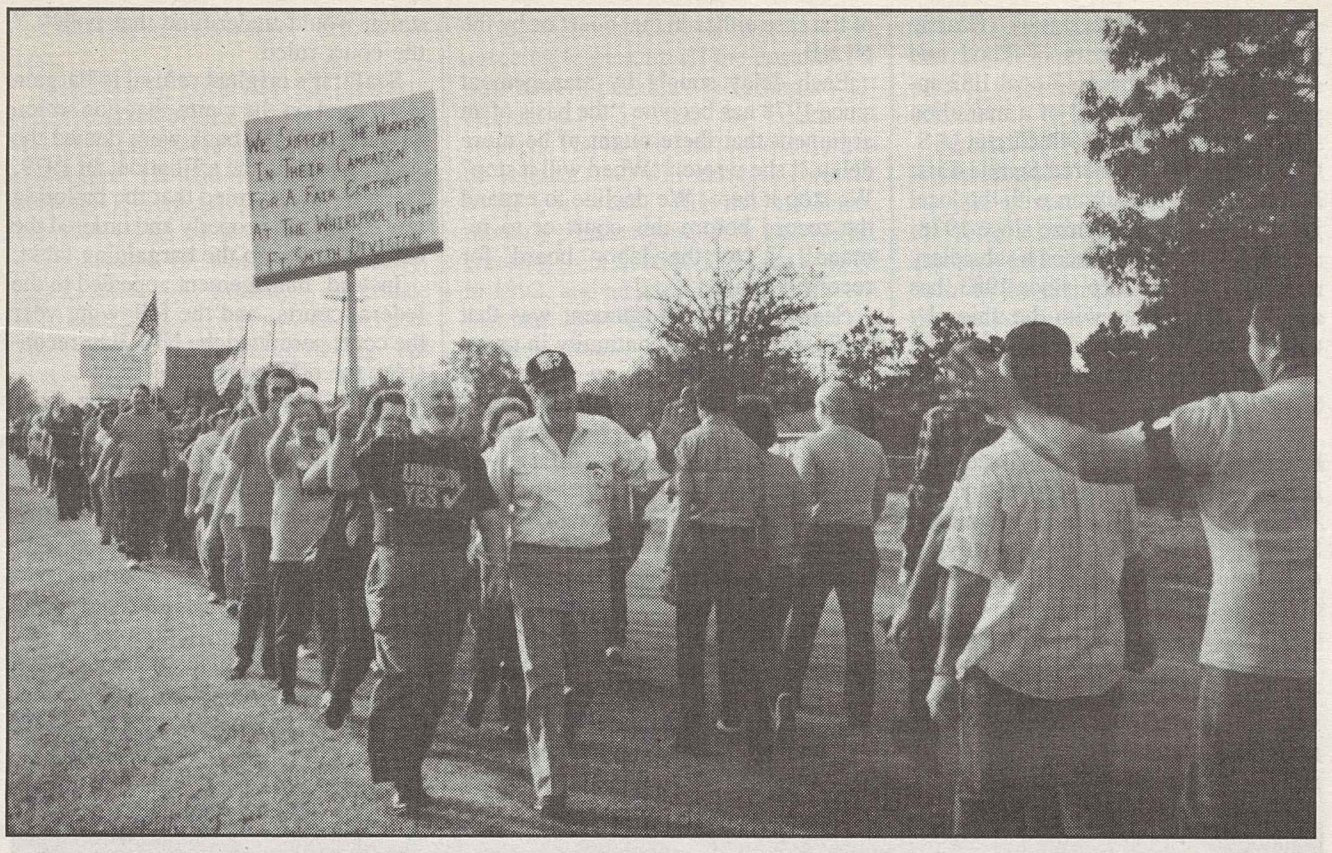
Other concerns include:

- Pension plans that are drastically underfunded, in which companies cut back on their contributions and fill the funds with pledges, not payments. A recent survey found 17 major companies with unfunded pension liabilities of more than $100 million.
- Investment fraud and schemes, in which the Labor Department is unable to fully monitor fund transactions.
- The trend to replace defined benefit plans, which guarantee retired workers a set monthly benefit for the rest of their lives, with defined contribution plans, which allow employers to make a lump-sum contribution and shift the investment risk to the worker.

Because defined contribution plans are not insured by the PBGC, workers have no pension protection if their company goes out of business.

AIW uses solidarity campaign against Whirlpool

Working without contract, union takes issues to the public



In a solidarity demonstration, AIW Region 8 Director Joe McAllister and Region 8 Representative George L. Woods lead a workers' march around the Whirlpool Corp.'s refrigerator plant complex.

Ft. Smith, Ark.

Members of Allied Industrial Workers Local 370 are entering the fifth month of a solidarity campaign against the Whirlpool Corp., which has imposed pay and benefit cuts on workers at a its refrigerator plant here.

Since Sept. 8, members of the local have been working without a contract under company-imposed terms that cut wages by 58 cents an hour, took away cost-of-living protections, other benefits and various union security provisions.

The local members, who voted three times to reject the company's offers in August and September, formed a solidarity committee to develop various strategies to involve the 1,950 workers currently in the plant and to inform the Ft. Smith area of the issues.

Six subcommittees have been at work staging a number of legal demonstrations, including walking in unison down the main aisle of the plant during breaks, singing in the cafeteria, marching around the plant, horn-honking at quitting time, wearing "Union Yes" T-shirts and buttons of all types and keeping up informational picketing.

In addition, the local is publishing a weekly newsletter and has held a rally and several social events, including a dance and a pizza party.

AIW President Dominick D'Ambrosio, addressing a Nov. 11 rally in Ft. Smith, said the solidarity fight of AIW Local 370 members followed the example set by the Polish Solidarity movement leader Lech Walesa, who appeared at the AFL-CIO convention in Washington that week.

The Whirlpool plant is the largest employer in the area. It employed more than 5,100 workers at its peak before layoffs dropped employment to 2,450 in November and 1,950 at present.

Negotiations are at a standstill at Whirlpool's other major refrigerator plant in Evansville, Ind., where 2,000 members of the Electronic Workers are under a contract that expires Feb. 17.

IUE Local 808 said only four bargaining sessions have been held thus far because of management's obstinate stance and take-back demands. The company wants to cut wages and raise deductibles on health care insurance.

AIW Local 370's contract with Whirlpool—a three-year agreement that included major concessions—terminated on Sept. 9. The company imposed its final offer Sept. 13 after declaring an impasse in bargaining.

The union said no impasse existed and filed charges with the National Labor Relations Board that the company failed to bargain in good faith. The NLRB refused to issue a complaint, and the AIW has appealed that decision.

Besides cutting pay and benefits, the company removed dues checkoff and arbitration protections.

Whirlpool has sought the concessions from the union, even though its profits continue to grow. Third quarter earnings increased by 27.8 percent over the same period a year earlier.

The company claimed it needed the concessions in order to regain refrigerator business it lost to competitors, but the union said the wages and benefits of the competitors generally were on a par, or higher than those at the Ft. Smith plant.

A union spokesman said that the local chose to work without a contract, rather than go on strike, because of heavy layoffs at the time. The solidarity committee campaign was adopted as the best available strategy, the union said.

NLRB ruling favors Steelworkers in dispute with AMF

Syracuse, N.Y.

The AMF Bowling Co. is guilty of unfair labor practices against the 110 members of Steelworkers Local 15092, who are employed at the firm's Lowville, N.Y., plant, a National Labor Relations Board administrative law judge said.

AMF was ordered to pay the workers back pay and benefits and to begin bargaining in good faith with the local union. The company was granted an extension until Feb. 2 to file an appeal.

The USWA estimated that the total back pay for the workers would be a minimum of $500,000 and it was still determining the value of the retroactive benefits.

ALJ Howard Edelman, in upholding the complaint brought by the local, found that after Commonwealth Investors purchased the AMF facility in 1986 from Minstar, it reneged on an agreement to recognize the labor contracts that existed between the USWA and Minstar.

The new company, operating under the AMF name, made untruthful statements during ensuing contract talks and unilaterally imposed terms and conditions of employment that slashed wages 26 percent and benefits by 12 percent, Edelman said.

The judge's order required AMF to post his ruling on plant bulletin boards, but the company posted a notice denying any wrongdoing and saying it would appeal.

USWA District 4 Director Lou Thomas condemned the company's stonewalling. "The facts are clear," he said. "It's time for the company to end its union-busting effort and get on with negotiating a contract for its long-time and loyal employees."

The judge said the company's principal witness and chief negotiator, Jack Burtch, who had been hired as a "specialist in labor negotiations," was not a credible witness. "At times, his testimony was simply unbelievable," Edelman wrote in his order.

Kawasaki U.S.A. placed on boycott list

TWU says company reneged on promises to workers

Kawasaki Rolling Stock Inc., U.S.A., a subsidiary of the Tokyo-based Kawasaki Heavy Industries, has been placed on the AFL-CIO national boycott list at the request of the Transport Workers.

In requesting the action, TWU President George Leitz said that "it is our intent, via a boycott of Kawasaki products by all AFL-CIO affiliates, to make known the mistreatment of its workforce and discriminatory hiring practices of Kawasaki U.S.A."

Leitz pointed out that Kawasaki U.S.A. has continued to obtain major contracts despite the Transport Workers complaints. Most recently, the firm closed a $170-million deal with the government of Taiwan for 132 cars for the subway in Taipei.

In early 1988, Kawasaki took over the Otis Elevator plant in Yonkers, N.Y., owned by the Port Authority of New York and New Jersey, for railcar production. In return for state and city tax incentives and economic development funds, Kawasaki agreed to hire and retrain the Otis employees, who had been represented by TWU Local 100.

When the local began an organizing drive, however, Kawasaki fired all former Otis employees, the majority of whom were blacks and Hispanics, and replaced them with Korean nationals, the majority of whom were supplied by a labor contractor outside the principal work area.

The TWU also has asked the New York state and U.S. attorneys general to investigate the "sweetheart" deal between the state of New York, the port authority and Kawasaki, said Leitz.

Kawasaki manufactures motorcycles, aircraft, trains, ships, engines, construction machinery and engineering products, the union said.

Wisconsin UFCW members curb two tier, retain benefits

In Wisconsin, Food and Commercial Workers approved a three-year agreement with Kohl Food Stores that provides for an hourly wage increase of 95 cents to $1.25 for 3,000 workers.

Members of UFCW Local 1444 hired before 1983 will receive a 95-cent increase, boosting their hourly wages to $10.35 over the contract term. More junior clerks will receive a $1.25 hourly increase, with average hourly wages rising to $8.35. Wage differentials between senior and junior workers will be eliminated by the end of the contract term in five of the seven department head classifications.

The agreement maintains employer contributions to retain current benefit levels for health care coverage.

Other improvements include an additional personal holiday and improved pension benefits.

REPORT ON CONGRESS

1989 VOTING RECORD

Labor's 1989 report card on Congress tabulates the votes on major issues of concern to the AFL-CIO in the first session of the 101st Congress. In the tables on the pages that follow, Senate and House members have been rated R (right) and W (wrong) on the basis of positions they took on these issues:

House

LABOR VOTES

1. Eastern I — Passage of H.R. 1231, requiring the president to establish an emergency board to investigate and recommend a settlement in the labor dispute at Eastern Air Lines. Passed 252-167 on March 15. A similar bill later was vetoed by the president. AFL-CIO supported the bill.

Yes — Right No — Wrong

2. Eastern II — Bosco (D-Calif.) amendment to H.R. 3443 to bar a prospective owner of an airline from acquiring another airline if that owner has already taken more than one airline into bankruptcy. (This would, in effect, bar Frank Lorenzo from acquiring any more airlines.) Adopted 283-132, Oct. 31. AFL-CIO supported the amendment. H.R. 3443 subsequently was passed 301-113.

Yes — Right No — Wrong

3. Minimum Wage I — Goodling (R-Pa.), substitute to H.R. 2, legislation to raise the minimum hourly wage. The GOP substitute, which was proposed by President Bush, would have, among other things, $4.25 over three years and allowed employers to pay a lower, training wage — pegged at 80 percent of the minimum — to any new hire during the first six months on the job, regardless of how many jobs the new hire had previously held. Rejected 198-218 on March 23. AFL-CIO opposed the substitute.

Yes — Wrong No — Right

4. Minimum Wage II — Veto override of President Bush's June 13 veto of H.R. 2, the bill to raise the minimum wage to $4.55 over three years. Rejected 247-178 on June 14, but a two-thirds majority of those present and voting (284 in this case) of both houses is required to override a veto. AFL-CIO supported the veto override.

Yes — Right No — Wrong

5. Pension Boards — Roukema (R-N.J.) amendment to H.R. 3299 to delete provisions in the bill that would require trustee boards that administer single-employer pension plans to consist of equal representation of employees and employers, effectively giving labor unions equal voice in pension plan decisions. Adopted 250-173 on Sept. 27. AFL-CIO opposed the amendment.

Yes — Wrong No — Right

6. Davis-Bacon — Murphy (D-Pa.) substitute for the Stenholm (D-Texas) amendment to H.R. 2461, Defense Department Authorization, to reduce the number of federally contracted projects covered by the Davis-Bacon Act by boosting from $2,000 to $50,000 the threshold below which projects would be exempt. The underlying Stenholm amendment would boost the threshold to $250,000, and thus exempt 50 percent of all military construction from Davis-Bacon coverage. Adopted 223-201 on July 27. The Stenholm amendment, as amended, subsequently was adopted. AFL-CIO supported the Murphy amendment.

Yes — Right No — Wrong

7. Hatch Act Reform — Sikorski (D-Minn.) motion to suspend the rules and pass H.R. 20, legislation to restore to federal civilian employees their right to participate voluntarily, as private citizens, in the political processes of the nation and to protect them from improper political solicitations. Motion agreed to 297-90 on April 17. A two-thirds majority of those present and voting (258 in this case) is required for passage under suspension of the rules. AFL-CIO supported the bill.

Yes — Right No — Wrong

8. Trade — Bruce (D-Ill.) substitute for S.J. Res. 113, the resolution to bar transfer to Japanese firms of certain jet-engine technologies and prohibit the sale or transfer by Japan to any other country of the FS-X or any technologies developed in the FS-X project. The Bruce substitute amendment contained language identical to the Senate-passed version of the resolution. Adopted 262-155 on June 7. AFL-CIO supported the amendment.

Yes — Right No — Wrong

9. Cargo Preference — Kaptur (D-Ohio) substitute for the Grandy (R-Iowa) amendment to H.R. 3402, to require that 50 percent of U.S. food-aid shipments to Poland in FY '90 be carried on U.S.-flagged merchant ships. The 50 percent cargo preference requirement would have been a reduction from a 75 percent requirement in current law. Rejected 170-228, Oct. 19. AFL-CIO opposed the amendment. (The Grandy amendment, which would have exempted food aid to Poland from the cargo preference requirement in FY '90 was subsequently rejected by voice vote.)

Yes — Wrong No — Right

OTHER VOTES

10. Capital Gains Tax — Rostenkowski (D-Ill.) amendment to strike the Jenkins-Archer capital gains tax cut included in the reconcilation bill and substitute restored deductibility for Individual Retirement Accounts, a deficit-reduction trust fund and an increase from 28 percent to 33 percent in the marginal tax rates for the highest incomes. Rejected 190-239 on Sept. 28. AFL-CIO supported the amendment.

Yes — Right No — Wrong

11. Child Care — Stenholm (D-Texas) substitute amendment to strike all child-care provisions in the reconciliation bill (H.R. 3299) and replace them with an expanded earned-income tax credit and increased authorizations for Head Start. Rejected 195-230 on Oct. 5. AFL-CIO opposed the amendment.

Yes — Wrong No — Right

12. National Endowment for Democracy — Kanjorski (D-Pa.) amendment to H.R. 1487, the State Department Authorization for fiscal 1990-91, to reduce the fiscal 1990 and fiscal 1991 authorization for the National Endowment for Democracy (NED). NED authorizes grants to private organizations (including the AFL-CIO) for programs supporting democratic institutions abroad. Rejected 209-216 on April 12. AFL-CIO opposed the amendment.

Yes — Wrong No — Right

Senate

LABOR VOTES

1. Eastern I — Cranston (D-Calif.) motion to invoke cloture (thus limiting debate) on H.R. 1231, legislation directing the president to set up an emergency board to report on the labor-management dispute at Eastern Air Lines. Motion agreed to 61-36 Oct. 3. AFL-CIO supported the bill. A three-fifths majority vote of the total Senate, or 60 votes, is required to invoke cloture. The effect of the cloture vote was to proceed to consideration of a substitute amendment to set up a blue-ribbon commission to report on the dispute within 45 days.

Yes — Right No — Wrong

2. Eastern II — Mitchell (D-Maine) substitute amendment to H.R. 1231, to set up a blue-ribbon commission to recommend a resolution of the labor dispute and review other problems affecting the airline industry. Adopted 65-35 on Oct. 26. AFL-CIO supported the substitute.

Yes — Right No — Wrong

3. Minimum Wage — Dole (R-Kan.) motion to recommit S. 4, the bill to boost the minimum wage, to the Labor and Human Resources Committee with instructions to report it back to the Senate as follows: President Bush's wage proposal — which would raise the wage to $4.25 and provide a six-month training wage for all new hires — plus all of the amendments previously adopted by the Senate. Motion rejected 43-56 on April 12. AFL-CIO opposed the motion.

Yes — Wrong No — Right

4. Davis-Bacon I — Mitchell (D-Maine) motion to table (kill) the Nickles (R-Okla.) amendment to provide that the Davis-Bacon Act apply only to contractors and subcontractors whose annual gross income is more than $500,000. Motion agreed to 61-38 on April 12. AFL-CIO supported the Mitchell motion.

Yes —Right No — Wrong

5. Davis-Bacon II — Mikulski (D-Md.) motion to table (kill) the Nickles (R-Okla.) amendment to the HUD appropriations bill (H.R. 2916) to allow contractors building or repairing federally subsidized homes or shelters to hire unskilled tenants and homeless people, and to pay them less than required by the Davis-Bacon Act. Motion agreed to 58-42 on Sept. 19. AFL-CIO supported the motion.

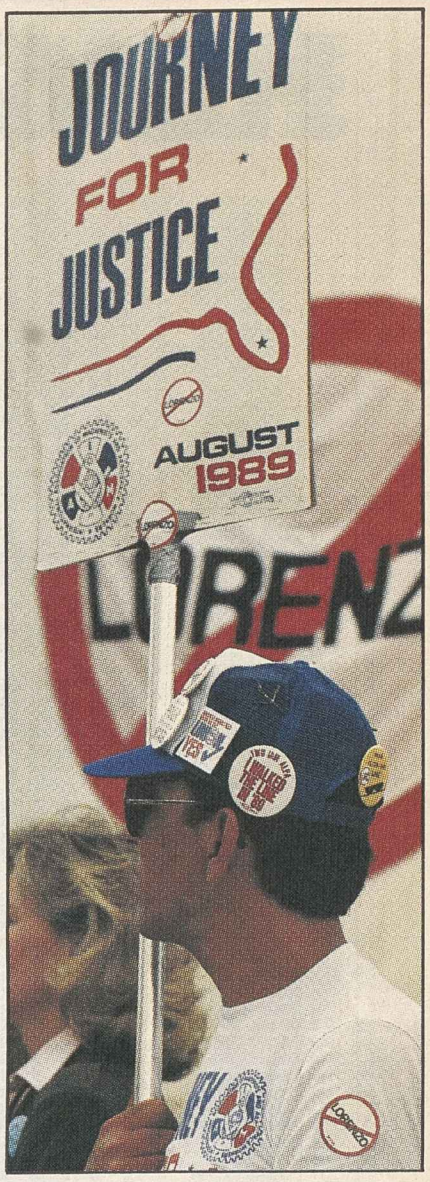
Yes — Right No — Wrong

6. Trade I — Dixon (D-Ill.) amendment to the Byrd (D-W.Va.) amendment to S.J. Res. 113, to bar the proposed transfer to Japanese firms of design data on the F-16 fighter plane that would be used for the joint development by U.S. and Japanese firms of a modified version of the FS-X, for Japan's use. Rejected 47-52 on May 16. In effect, the vote on this amendment was a vote on the underlying resolution to block the deal. AFL-CIO opposed the FS-X deal and supported the amendment.

Yes — Right No — Wrong

7. Trade II — Override of President Bush's July 31 veto of the joint resolution to require that a subsequent U.S.-Japan agreement governing joint production of the FS-X bar transfer to Japanese firms of certain jet-engine technologies and prohibit the sale or transfer by Japan to any other country of the FS-X or any technologies developed in the FS-X project. Rejected 66-34, Sept. 13. AFL-CIO supported the veto override. A two-thirds majority of those present and voting — 67 in this case — of both houses is required to override a veto.

Yes — Right No — Wrong



A bill to establish a board to investigate the Eastern strike was vetoed by President Bush.

8. Cargo Preference — Grassley (R-Iowa) appeal of the chair's ruling that the Grassley amendment to exempt food aid shipments to Poland from U.S. cargo preference requirements was out of order. Ruling of the chair upheld 64-33 on Sept. 20. AFL-CIO supported the ruling.

Yes — Right No — Wrong

OTHER VOTES

9. Child Care — Dole (R-Kan.) amendment to the Mitchell (D-Maine) substitute to increase existing block grants to the states by $400 million to expand the availability of child care. The use of block grants as a funding device would preclude requiring child care providers to adhere to federal quality standards. Rejected 44-56 on June 22. AFL-CIO opposed the Dole amendment.

Yes — Wrong No — Right

10. Capital Gains Tax Cut — Motion to invoke cloture (thus limiting debate) on the Packwood (R-Ore.) substitute amendment to H.R. 3628, which would exclude capital gains from taxable income of 5 percent for each full year an asset is held (to a maximum of 35 percent) and to make Individual Retirement Accounts available to all taxpayers with varying tax benefits. Motion rejected 51-47 on Nov. 14. A three-fifths majority vote (60) of the total Senate is required to invoke cloture. AFL-CIO opposed the bill.

Yes — Wrong No — Right

HOW YOUR REPRESENTATIVES VOTED

	Eastern I	Eastern II	Minimum Wage I	Miminum Wage II	Pension Boards	Davis-Bacon	Hatch Act Reform	Trade	Cargo Preference	Total Labor Votes		Capital Gains Tax	Child Care	Endowment for Democracy	Cumulative Voting Record		Cumulative Right Percentage
	1	2	3	4	5	6	7	8	9	R	W	10	11	12	R	W	%
Alabama																	
1 Callahan S (R)	W	W	W	W	W	W	W	A	R	1	7	W	W	W	14	58	19
2 Dickinson B (R)	W	R	W	W	W	W	W	W	W	1	8	W	W	R	46	290	14
3 Browder G (D)	I	R	I	R	W	R	I	R	R	5	1	W	W	I	5	3	63
4 Bevill T (D)	A	R	R	R	W	R	R	R	A	6	1	R	W	W	192	127	60
5 Flippo R (D)	R	R	W	R	W	R	R	R	R	7	2	W	W	W	120	84	59
6 Erdreich B (D)	R	R	R	R	W	R	R	R	R	8	1	W	W	W	73	29	72
7 Harris C (D)	R	R	W	R	W	R	R	R	R	7	2	W	W	W	31	11	74
Alaska																	
AL Young D (R)	R	W	W	W	R	R	R	W	R	5	4	W	W	R	114	145	44
Arizona																	
1 Rhodes J (R)	W	W	W	W	W	W	R	W	W	1	8	W	W	W	3	39	7
2 Udall M (D)	R	R	R	R	R	R	R	R	W	8	1	R	R	R	279	44	86
3 Stump B (R)	W	W	W	W	W	W	W	W	W	0	9	W	W	W	16	198	7
4 Kyl J (R)	W	W	W	W	W	W	W	W	W	0	9	W	W	R	2	39	5
5 Kolbe J (R)	W	W	W	W	W	W	W	W	W	0	9	W	W	W	5	68	7
Arkansas																	
1 Alexander B (D)	R	R	A	R	R	R	R	R	R	8	0	W	R	R	211	86	71
2 Robinson T (R)	R	R	R	R	W	R	R	R	R	8	1	W	W	W	55	17	76
3 Hammerschmidt J (R)	W	W	W	W	W	W	R	W	W	1	8	W	W	W	51	276	16
4 Anthony B (D)	R	R	R	R	A	W	R	R	W	6	2	W	R	A	100	68	60
California																	
1 Bosco D (D)	R	R	R	R	R	R	A	R	A	7	0	W	R	R	75	19	80
2 Herger W (R)	W	W	W	W	W	W	W	R	R	2	7	W	W	R	9	33	21
3 Matsui R (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	W	156	20	89
4 Fazio V (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	R	157	19	89
5 Pelosi N (D)	R	R	R	R	R	R	A	R	A	7	0	R	R	R	37	1	97
6 Boxer B (D)	R	R	R	R	R	R	R	R	A	8	0	R	R	W	94	4	96
7 Miller G (D)	R	R	R	R	R	R	R	R	A	8	0	R	R	W	224	26	90
8 Dellums R (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	R	284	23	93
9 Stark P (D)	R	R	R	R	R	R	R	R	A	8	0	R	R	R	243	27	90
10 Edwards D (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	R	331	21	94
11 Lantos T (D)	R	R	R	R	R	R	R	R	A	8	0	R	R	R	128	7	95
12 Campbell T (R)	W	R	W	W	W	W	R	W	W	2	7	W	W	W	2	10	17
13 Mineta N (D)	R	R	R	R	R	R	R	R	A	8	0	W	R	R	231	28	89
14 Shumway N (R)	W	A	W	W	W	W	W	W	R	1	7	W	W	R	12	158	7
15 Condit G (D)	I	R	I	I	R	I	I	I	R	3	0	R	R	I	5	0	100
16 Panetta L (D)	R	R	R	R	R	R	R	R	A	8	0	R	R	W	162	53	75
17 Pashayan C (R)	R	R	W	W	R	R	R	R	W	6	3	W	W	R	61	111	35
18 Lehman R (D)	A	R	R	R	R	R	R	R	A	7	0	R	R	R	93	6	94
19 Lagomarsino R (R)	W	W	W	W	W	W	W	W	W	0	9	W	W	R	34	242	12
20 Thomas B (R)	W	W	W	W	W	W	R	W	W	1	8	W	W	W	22	149	13
21 Gallegly E (R)	W	W	W	W	W	W	W	R	A	1	7	W	W	R	6	35	15
22 Moorhead C (R)	W	W	W	W	W	W	W	W	W	0	9	W	W	W	20	260	7
23 Beilenson A (D)	R	W	R	R	R	R	W	W	W	5	4	R	R	R	160	55	74
24 Waxman H (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	R	225	29	89
25 Roybal E (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	R	326	23	93
26 Berman H (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	R	88	11	89
27 Levine M (D)	R	R	R	R	R	R	A	R	R	8	0	R	R	R	90	10	90
28 Dixon J (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	R	164	5	97
29 Hawkins A (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	R	321	12	96
30 Martinez M (D)	R	R	A	R	R	R	R	R	R	8	0	W	R	R	106	2	98
31 Dymally M (D)	R	W	R	R	R	R	R	W	R	7	2	R	R	R	116	8	94
32 Anderson G (D)	R	W	R	R	R	R	A	R	R	7	1	W	R	R	261	53	83
33 Dreier D (R)	W	W	W	W	W	W	W	W	A	0	8	W	W	W	1	134	1
34 Torres E (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	R	99	2	98
35 Lewis J (R)	W	W	W	W	W	R	R	W	W	2	7	W	W	R	25	138	15
36 Brown G (D)	R	R	R	R	R	R	R	A	R	8	0	R	R	A	275	28	91
37 McCandless A (R)	W	W	W	W	A	W	W	W	W	0	8	W	W	W	2	96	2
38 Dornan R (R)	W	W	W	A	W	W	A	W	W	0	7	W	W	R	14	163	8
39 Dannemeyer W (R)	W	W	W	W	W	W	W	W	W	0	9	W	W	W	8	164	5
40 Cox C (R)	W	W	W	W	W	W	W	W	W	0	9	W	W	R	1	11	8
41 Lowery B (R)	W	W	W	W	W	W	R	W	R	2	7	W	W	R	13	123	10
42 Rohrabacher D (R)	W	W	W	W	W	W	A	W	W	0	8	W	W	R	1	10	9
43 Packard R (R)	W	W	W	W	W	W	W	W	A	0	8	W	W	R	7	93	7
44 Bates J (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	W	82	16	84
45 Hunter D (R)	W	W	W	W	W	W	W	R	R	2	7	W	W	A	28	105	21
Colorado																	
1 Schroeder P (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	W	212	67	76
2 Skaggs D (D)	W	R	R	R	W	R	R	R	R	7	2	R	R	R	35	7	83
3 Campbell B (D)	R	R	W	W	R	R	A	R	R	6	2	W	R	W	33	7	83
4 Brown H (R)	W	R	W	W	W	W	W	R	W	2	7	W	W	W	15	123	11
5 Hefley J (R)	W	R	W	W	W	W	W	W	R	2	7	W	W	W	4	38	10
6 Schaefer D (R)	W	R	W	W	W	W	R	W	R	3	6	W	W	W	19	79	19
Connecticut																	
1 Kennelly B (D)	R	R	R	R	W	R	R	R	R	8	1	R	R	R	111	12	90
2 Gejdenson S (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	R	131	6	96
3 Morrison B (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	R	96	5	95
4 Shays C (R)	W	R	R	R	W	R	R	R	R	7	2	W	R	W	24	11	69
5 Rowland J (R)	W	R	R	R	W	W	R	R	R	6	3	W	W	R	38	35	52
6 Johnson N (R)	W	R	W	R	W	W	R	W	W	3	6	W	W	R	53	49	52
Delaware																	
AL Carper T (D)	R	R	R	R	R	W	R	R	R	8	1	R	R	W	74	28	73
Florida																	
1 Hutto E (D)	R	R	W	W	W	W	A	R	R	4	4	W	W	R	63	109	37
2 Grant B (R)	W	W	W	W	W	W	R	W	W	1	8	W	W	W	23	19	55
3 Bennett C (D)	R	R	R	R	R	R	W	R	R	8	1	R	W	W	200	212	49
4 James C (R)	W	W	W	W	W	W	W	W	R	1	8	W	W	W	1	11	8
5 McCollum B (R)	W	W	W	W	W	W	W	W	R	1	8	W	W	W	10	124	7
6 Stearns C (R)	W	W	W	W	W	W	W	W	W	0	9	W	W	W	0	12	0
7 Gibbons S (D)	R	W	R	R	W	R	R	A	A	5	2	R	R	W	190	152	56
8 Young C (R)	W	A	W	W	W	W	R	W	W	1	7	W	W	W	47	261	15
9 Bilirakis M (R)	W	R	W	W	W	W	R	W	R	3	6	W	W	W	23	80	22
10 Ireland A (R)	W	W	W	W	W	W	W	W	W	0	9	W	W	R	28	179	14
11 Nelson B (D)	R	R	R	R	W	R	R	R	A	7	1	R	R	R	80	94	46
12 Lewis T (R)	W	W	W	W	W	W	W	R	R	2	7	W	W	W	15	88	15
13 Goss P (R)	W	W	W	W	W	W	R	W	R	2	7	W	W	R	3	9	25
14 Johnston H (D)	R	R	R	R	W	W	R	R	R	7	2	R	R	R	10	2	83
15 Shaw E (R)	W	R	W	W	W	W	W	W	R	2	7	W	W	W	15	122	11
16 Smith L (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	A	96	4	96
17 Lehman W (D)	R	R	R	R	R	R	R	R	A	8	0	R	R	R	240	32	88
18 Ros-Lehtinen I (R)	I	R	I	I	W	I	I	I	R	2	1	W	W	I	2	3	40
19 Fascell D (D)	R	R	R	R	R	R	R	W	R	8	1	R	R	R	330	62	84
Georgia																	
1 Thomas L (D)	W	R	W	W	W	W	R	R	R	4	5	W	W	W	48	55	47
2 Hatcher C (D)	R	R	W	R	W	W	R	R	A	5	3	W	W	R	70	55	56
3 Ray R (D)	W	W	W	W	W	W	A	R	W	1	7	W	W	W	24	69	26
4 Jones B (D)	R	R	W	R	W	R	R	R	R	7	2	W	R	W	8	4	67
5 Lewis J (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	R	42	0	100
6 Gingrich N (R)	W	R	W	W	W	W	W	W	W	1	8	W	W	W	15	158	9
7 Darden G (D)	R	R	W	R	W	W	R	R	W	5	4	W	W	R	42	46	48
8 Rowland J (D)	R	R	W	W	W	W	R	R	R	5	4	W	W	W	47	55	46
9 Jenkins E (D)	R	R	W	R	W	W	R	R	W	5	4	W	R	R	86	122	41
10 Barnard D (D)	W	R	W	W	W	W	A	R	W	2	6	W	W	W	52	155	25
Hawaii																	
1 Saiki P (R)	W	R	W	W	W	W	R	W	R	3	6	W	R	W	18	23	44
2 Akaka D (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	R	190	29	87
Idaho																	
1 Craig L (R)	W	W	W	W	W	W	W	W	W	0	9	W	W	W	11	127	8
2 Stallings R (D)	R	R	W	R	W	R	R	A	W	5	3	W	W	W	39	32	55
Illinois																	
1 Hayes C (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	R	93	0	100
2 Savage G (D)	R	R	A	R	R	R	R	R	R	8	0	R	R	W	125	3	98
3 Russo M (D)	R	R	R	R	W	R	R	R	R	8	1	R	R	W	209	53	80
4 Sangmeister G (D)	R	R	R	R	W	R	R	R	R	8	1	R	R	R	11	1	92
5 Lipinski W (D)	R	R	R	R	R	A	R	R	W	7	1	R	R	R	91	8	92
6 Hyde H (R)	W	W	W	W	W	A	W	W	W	0	8	W	W	R	40	223	15
7 Collins C (D)	R	R	R	A	R	A	R	R	R	7	0	R	R	R	251	12	95
8 Rostenkowski D (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	R	316	47	87
9 Yates S (D)	R	R	R	R	R	R	R	R	W	8	1	R	R	W	357	33	92
10 Porter J (R)	W	W	W	W	W	W	W	W	W	0	9	W	W	R	19	127	13
11 Annunzio F (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	R	317	26	92
12 Crane P (R)	W	W	W	W	W	W	W	W	W	0	9	W	W	W	17	276	6
13 Fawell H (R)	W	W	W	W	W	W	W	W	W	0	9	W	W	W	5	68	7
14 Hastert D (R)	W	W	W	W	W	W	R	W	W	1	8	W	W	R	7	35	17
15 Madigan E (R)	W	W	W	W	W	W	W	W	W	0	9	W	W	R	76	199	28
16 Martin L (R)	W	W	W	R	W	W	R	R	W	3	6	W	W	W	40	95	30
17 Evans L (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	W	97	6	94
18 Michel R (R)	W	A	W	W	W	W	R	W	W	1	7	W	W	R	46	335	12
19 Bruce T (D)	R	R	R	R	R	R	R	R	W	8	1	R	R	W	66	7	90
20 Durbin R (D)	R	R	R	R	R	R	R	R	W	8	1	R	R	W	90	13	87
21 Costello J (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	W	15	1	94
22 Poshard G (D)	R	R	R	R	R	R	R	R	W	8	1	R	R	R	11	1	92
Indiana																	
1 Visclosky P (D)	R	R	R	R	R	R	R	R	W	8	1	R	R	W	64	9	88
2 Sharp P (D)	R	R	R	R	R	R	R	R	W	8	1	R	R	W	198	65	75
3 Hiler J (R)	W	W	W	W	W	W	W	W	W	0	9	W	W	W	8	130	6
4 Long J (D)	I	R	I	R	R	R	R	R	W	6	1	W	R	R	8	2	80
5 Jontz J (D)	R	R	R	R	R	R	R	R	W	8	1	R	R	W	39	3	93
6 Burton D (R)	W	W	W	W	W	W	W	R	W	1	8	W	W	R	10	90	10
7 Myers J (R)	W	R	W	W	W	W	R	R	W	3	6	W	W	W	54	273	17
8 McCloskey F (D)	R	R	R	R	R	R	R	R	W	8	1	R	R	R	92	11	89
9 Hamilton L (D)	R	W	R	R	W	R	R	W	W	5	4	R	R	R	235	110	68
10 Jacobs A (D)	R	R	R	R	R	R	R	R	R	9	0	W	R	W	239	84	74
Iowa																	
1 Leach J (R)	W	W	R	R	W	W	W	W	W	2	7	W	R	W	74	144	34
2 Tauke T (R)	W	W	W	W	W	W	W	W	W	0	9	W	W	W	31	140	18
3 Nagle D (D)	R	R	R	R	R	R	R	W	R	8	1	R	R	R	39	2	95
4 Smith N (D)	R	R	R	R	R	R	R	W	W	7	2	W	R	R	287	76	79
5 Lightfoot J (R)	W	W	W	W	W	W	W	W	W	0	9	W	W	W	9	63	13
6 Grandy F (R)	W	W	W	W	W	W	R	W	W	1	8	W	W	W	12	30	29
Kansas																	
1 Roberts P (R)	W	W	W	W	W	W	W	W	W	0	9	W	W	W	8	127	6
2 Slattery J (D)	R	R	R	R	W	R	R	R	W	7	2	R	W	R	65	37	64
3 Meyers J (R)	W	R	W	W	W	W	W	R	W	2	7	W	W	W	11	60	15
4 Glickman D (D)	R	W	R	R	W	R	R	R	W	6	3	R	R	W	140	79	64
5 Whittaker B (R)	R	W	W	W	W	W	R	W	W	2	7	W	W	W	19	157	11
Kentucky																	
1 Hubbard C (D)	R	R	R	A	W	R	R	R	R	7	1	W	W	W	167	90	65
2 Natcher W (D)	R	R	R	R	W	R	R	R	R	8	1	W	R	R	298	104	74
3 Mazzoli R (D)	W	W	W	W	W	W	R	W	W	1	8	W	R	R	193	108	64
4 Bunning J (R)	W	W	W	W	W	W	W	W	R	1	8	W	W	R	4	37	10
5 Rogers H (R)	W	R	W	W	W	W	W	R	W	2	7	W	W	R	36	102	26
6 Hopkins L (R)	W	R	W	W	W	W	W	R	W	2	7	W	W	W	44	130	25
7 Perkins C (D)	R	R	R	R	R	R	R	R	R	9	0	W	R	W	68	5	93
Louisiana																	
1 Livingston B (R)	W	W	W	W	W	W	R	W	R	2	7	W	W	W	25	204	11
2 Boggs L (D)	R	W	R	R	W	R	R	R	R	7	2	R	R	R	209	62	77
3 Tauzin W (D)	W	W	W	W	W	W	R	R	R	3	6	W	W	W	58	76	43
4 McCrery J (R)	W	W	W	W	W	W	W	R	R	1	8	W	W	W	3	19	14
5 Huckaby J (D)	W	R	W	W	W	W	A	R	W	2	6	W	W	R	68	147	32
6 Baker R (R)	W	R	W	W	W	W	W	W	R	2	7	W	W	W	5	36	12
7 Hayes J (D)	R	R	W	R	W	W	R	R	R	6	3	W	R	R	31	10	76
8 Holloway C (R)	W	R	W	W	W	W	R	R	R	4	5	W	W	W	12	29	29
Maine																	
1 Brennan J (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	W	40	2	95
2 Snowe O (R)	W	R	W	W	W	W	W	W	R	2	7	W	R	W	81	95	46
Maryland																	
1 Dyson R (D)	R	R	R	R	R	R	R	R	A	8	0	W	R	W	102	33	76
2 Bentley H (R)	R	R	W	W	W	R	R	R	R	6	3	W	W	W	37	33	53
3 Cardin B (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	R	40	2	95
4 McMillen T (D)	R	R	R	R	R	R	R	R	R	9	0	W	R	R	41	1	98
5 Hoyer S (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	R	127	7	95
6 Byron B (D)	W	R	W	W	W	W	R	W	R	3	6	W	W	W	84	90	48
7 Mfume K (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	R	42	0	100
8 Morella C (R)	W	R	R	R	W	W	R	R	R	6	3	W	R	R	27	15	64
Massachusetts																	
1 Conte S (R)	R	R	R	R	R	R	R	R	R	9	0	W	R	R	253	126	67
2 Neal R (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	R	12	0	100
3 Early J (D)	A	R	R	R	W	R	R	R	R	7	1	W	R	W	218	36	86
4 Frank B (D)	R	R	R	R	R	R	R	R	W	9	0	R	R	W	125	12	91
5 Atkins C (D)	R	R	R	R	R	R	R	R	W	8	1	R	R	R	65	6	92
6 Mavroules N (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	R	161	10	94
7 Markey E (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	A	196	20	91
8 Kennedy J (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	R	40	2	95
9 Moakley J (D)	R	A	R	R	A	R	R	R	R	7	0	R	R	R	261	18	94
10 Studds G (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	R	261	26	91
11 Donnelly B (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	W	155	18	90
Michigan																	
1 Conyers J (D)	A	A	A	R	R	R	R	R	A	5	0	R	R	W	285	25	92
2 Pursell C (R)	W	W	W	W	W	W	R	W	W	1	8	W	W	W	86	118	42
3 Wolpe H (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	R	162	14	92
4 Upton F (R)	W	W	W	W	W	W	R	W	W	1	8	W	W	W	10	32	24
5 Henry P (R)	W	W	W	W	W	W	W	R	W	1	8	W	W	W	25	47	35
6 Carr B (D)	R	R	W	R	R	R	R	R	W	7	2	W	R	W	197	39	83
7 Kildee D (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	R	208	11	95
8 Traxler B (D)	R	R	R	R	R	R	A	R	W	7	1	R	A	R	229	33	87
9 Vander Jagt G (R)	W	W	W	W	W	W	A	W	R	1	7	W	W	R	52	268	16
10 Schuette B (R)	W	W	W	W	W	W	A	R	W	1	7	W	W	W	16	55	23
11 Davis R (R)	R	A	R	R	R	R	R	R	R	8	0	W	R	W	112	60	65
12 Bonior D (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	R	199	13	94
13 Crockett G (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	W	123	8	94
14 Hertel D (D)	R	A	R	R	R	R	R	R	R	8	0	R	R	R	127	7	95
15 Ford W (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	W	319	11	97
16 Dingell J (D)	R	W	R	R	R	R	A	R	R	7	1	R	R	W	349	28	93
17 Levin S (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	R	98	5	95
18 Broomfield W (R)	W	W	W	W	W	W	A	W	W	0	8	W	W	R	59	255	19
Minnesota																	
1 Penny T (D)	R	R	W	W	R	W	R	R	W	5	4	R	W	W	59	44	57
2 Weber V (R)	W	W	W	W	W	W	W	W	W	0	9	W	W	R	16	120	12
3 Frenzel B (R)	W	W	W	W	W	W	W	W	W	0	9	W	W	W	43	259	14
4 Vento B (D)	R	R	R	R	R	R	R	R	W	8	1	R	R	W	200	17	92
5 Sabo M (D)	R	R	R	R	R	R	R	R	W	8	1	R	R	R	162	15	92
6 Sikorski G (D)	R	R	R	R	R	R	R	R	W	8	1	R	R	R	98	5	95
7 Stangeland A (R)	A	W	W	W	W	W	A	W	W	0	7	W	W	R	27	189	13
8 Oberstar J (D)	R	W	R	R	R	R	R	R	W	7	2	R	R	R	241	19	93

Key to Symbols

R Voted Right or was paired Right.

W Voted Wrong or was paired Wrong.

A Absent and not paired or voted "present"

Number before each name shows congressional district.

TVES VOTED IN THE HOUSE

	Eastern I	Eastern II	Minimum Wage I	Miminum Wage II	Pension Boards	Davis-Bacon	Hatch Act Reform	Trade	Cargo Preference	Total Labor Votes		Capital Gains Tax	Child Care	Endowment for Democracy	Cumulative Voting Record		Cumulative Right Percentage
	1	2	3	4	5	6	7	8	9	R	W	10	11	12	R	W	%
Mississippi																	
1 Whitten J (D)	R	R	R	W	W	W	R	R	R	6	3	W	R	R	179	221	45
2 Espy M (D)	R	R	R	R	R	R	R	R	W	8	1	R	R	R	38	4	90
3 Montgomery G (D)	W	R	W	W	W	W	R	W	W	2	7	W	W	R	51	276	16
4 Parker M (D)	R	A	W	W	W	W	R	W	W	2	6	W	W	R	3	8	27
5 Taylor G (D)	I	R	I	I	I	I	I	I	I	1	0	I	I	I	1	0	100
Missouri																	
1 Clay W (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	W	272	13	95
2 Buechner J (R)	W	R	W	A	W	W	R	W	W	2	6	W	W	W	7	33	18
3 Gephardt R (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	R	171	35	83
4 Skelton I (D)	R	R	R	R	W	R	R	R	W	7	2	W	W	W	141	66	68
5 Wheat A (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	R	99	4	96
6 Coleman E (R)	W	R	W	W	W	W	W	R	W	2	7	W	W	R	47	170	22
7 Hancock M (R)	W	W	W	W	W	W	W	W	W	0	9	W	W	R	1	11	8
8 Emerson B (R)	W	W	W	W	W	W	W	R	W	2	7	W	W	W	32	103	24
9 Volkmer H (D)	R	R	R	R	R	R	R	R	W	8	1	R	R	W	155	61	72
Montana																	
1 Williams P (D)	R	R	R	R	R	R	R	A	W	7	1	R	R	R	154	18	90
2 Marlenee R (R)	W	W	W	W	W	W	W	W	W	0	9	W	W	W	38	173	18
Nebraska																	
1 Bereuter D (R)	W	R	W	W	W	W	R	W	W	2	7	R	W	R	39	138	22
2 Hoagland P (D)	R	R	R	R	R	R	R	R	W	8	1	R	R	R	11	1	92
3 Smith V (R)	W	W	W	W	W	W	W	W	W	0	9	W	W	W	29	233	11
Nevada																	
1 Bilbray J (D)	R	R	R	R	W	R	R	W	R	7	2	R	R	W	37	5	88
2 Vucanovich B (R)	W	W	W	W	W	W	R	W	W	1	8	W	W	W	10	92	10
New Hampshire																	
1 Smith R (R)	W	W	W	W	W	W	W	R	W	1	8	W	W	W	10	63	14
2 Douglas C (R)	W	W	W	W	W	W	W	R	W	1	8	W	W	R	2	10	17
New Jersey																	
1 Florio J (D)	R	A	R	R	A	A	A	R	A	4	0	A	A	W	231	19	92
2 Hughes W (D)	R	R	R	R	W	R	R	R	R	8	1	R	W	W	198	65	75
3 Pallone F (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	W	11	1	92
4 Smith C (R)	R	R	R	R	R	R	R	W	R	8	1	W	W	R	103	35	75
5 Roukema M (R)	W	R	W	W	W	W	W	R	R	3	6	W	R	W	47	91	34
6 Dwyer B (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	W	132	5	96
7 Rinaldo M (R)	R	R	R	R	R	R	R	R	R	9	0	W	R	W	232	48	83
8 Roe R (D)	R	R	R	R	R	R	R	R	R	9	0	W	R	W	278	27	91
9 Torricelli R (D)	R	R	R	R	R	R	A	R	R	8	0	R	R	R	91	5	95
10 Payne D (D)	A	R	R	R	R	R	A	R	R	7	0	R	R	R	10	0	100
11 Gallo D (R)	W	R	W	W	W	W	R	W	R	3	6	W	W	W	27	45	38
12 Courter J (R)	A	A	W	A	A	A	A	A	A	0	1	W	A	R	49	111	31
13 Saxton H (R)	R	R	W	W	W	W	R	R	R	5	4	W	W	W	28	45	38
14 Guarini F (D)	R	R	R	R	W	R	R	R	R	8	1	R	R	R	162	14	92
New Mexico																	
1 Schiff S (R)	W	R	W	W	W	W	W	W	R	2	7	W	W	R	3	9	25
2 Skeen J (R)	W	W	W	W	W	W	W	W	W	0	9	W	W	W	16	122	12
3 Richardson B (D)	R	R	R	R	W	R	R	R	R	8	1	R	R	R	93	10	90
New York																	
1 Hochbrueckner G (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	R	39	2	95
2 Downey T (D)	R	R	R	R	R	R	R	R	A	8	0	R	R	R	225	32	88
3 Mrazek R (D)	R	R	R	R	R	R	A	W	R	7	1	W	R	R	85	15	85
4 Lent N (R)	W	R	W	W	W	W	R	W	R	3	6	W	W	R	95	202	32
5 McGrath R (R)	R	R	R	W	W	R	R	W	R	6	3	W	W	W	53	80	40
6 Flake F (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	R	40	0	100
7 Ackerman G (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	R	97	1	99
8 Scheuer J (D)	A	R	R	R	R	R	R	A	R	7	0	R	A	R	296	27	92
9 Manton T (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	R	67	3	96
10 Schumer C (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	R	121	11	92
11 Towns E (D)	R	R	R	R	R	R	R	R	A	8	0	R	R	R	93	1	99
12 Owens M (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	R	98	1	99
13 Solarz S (D)	R	R	R	R	R	R	R	W	R	8	1	R	R	R	231	27	90
14 Molinari G (R)	R	A	W	W	W	W	R	W	A	2	5	W	W	R	40	88	31
15 Green B (R)	W	A	W	W	W	W	W	A	R	1	6	W	W	R	102	91	53
16 Rangel C (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	R	281	17	94
17 Weiss T (D)	R	R	R	R	R	R	R	W	A	7	1	R	R	R	196	17	92
18 Garcia R (D)	R	A	R	R	A	R	R	R	A	6	0	A	A	R	172	6	97
19 Engel E (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	R	12	0	100
20 Lowey N (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	R	12	0	100
21 Fish H (R)	W	R	W	W	W	W	R	W	R	4	5	W	R	W	148	164	47
22 Gilman B (R)	R	R	R	R	R	R	R	R	R	9	0	W	R	R	211	71	75
23 McNulty M (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	R	12	0	100
24 Solomon G (R)	W	R	W	R	W	R	R	W	W	4	5	W	W	W	41	130	24
25 Boehlert S (R)	R	R	R	R	W	R	R	W	R	7	2	W	R	R	72	31	70
26 Martin D (R)	W	R	W	W	W	W	R	W	W	2	7	W	W	W	41	91	31
27 Walsh J (R)	W	W	W	R	W	W	R	R	W	4	5	W	W	W	4	8	33
28 McHugh M (D)	R	R	R	R	R	R	R	R	W	8	1	R	R	R	211	45	82
29 Horton F (R)	R	R	R	R	R	R	R	R	R	9	0	W	R	R	243	109	69
30 Slaughter L (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	R	39	2	95
31 Paxon B (R)	W	W	W	W	W	W	W	W	W	0	9	W	W	R	1	11	8
32 LaFalce J (D)	R	R	R	R	W	R	R	R	W	7	2	R	R	R	214	41	84
33 Nowak H (D)	R	R	R	R	R	R	R	R	W	8	1	R	R	W	241	22	92
34 Houghton A (R)	W	W	W	W	W	W	A	A	W	0	7	W	W	R	15	25	38
North Carolina																	
1 Jones W (D)	R	R	R	R	W	W	R	R	R	7	2	R	R	W	162	154	51
2 Valentine T (D)	W	W	W	W	W	W	R	W	W	1	8	R	R	R	46	57	45
3 Lancaster H (D)	R	R	W	W	W	W	R	R	W	4	5	R	W	W	27	15	64
4 Price D (D)	R	R	R	R	W	W	R	R	R	7	2	R	R	R	36	6	86
5 Neal S (D)	R	R	R	R	W	W	R	R	W	6	3	R	R	W	137	114	55
6 Coble H (R)	W	W	W	W	W	W	W	W	R	1	8	W	W	W	12	61	16
7 Rose C (D)	R	R	R	R	W	R	R	R	W	7	2	R	R	R	171	92	65
8 Hefner W (D)	R	R	R	R	W	W	R	R	R	7	2	R	R	W	141	113	56
9 McMillan A (R)	W	W	W	W	W	W	W	W	R	1	8	W	W	W	11	62	15
10 Ballenger C (R)	W	W	W	W	W	W	A	W	W	0	8	W	W	R	6	35	15
11 Clarke J (D)	R	R	R	R	R	R	R	R	R	9	0	W	R	R	55	15	79
North Dakota																	
AL Dorgan B (D)	R	R	R	R	W	R	R	R	W	7	2	R	R	W	103	33	76
Ohio																	
1 Luken T (D)	R	R	R	R	R	R	R	R	W	8	1	W	R	W	177	50	78
2 Gradison B (R)	W	W	W	W	W	W	W	W	R	1	8	W	W	W	36	221	14
3 Hall T (D)	R	R	R	R	W	R	R	R	W	7	2	R	R	R	137	34	80
4 Oxley M (R)	W	W	W	W	W	W	W	W	W	0	9	W	W	R	9	123	7
5 Gillmor P (R)	W	W	W	W	W	W	W	W	W	0	9	W	W	W	0	12	0
6 McEwen B (R)	W	R	W	W	W	W	W	W	W	1	8	W	W	R	23	111	17
7 DeWine M (R)	W	W	W	W	W	W	R	W	W	1	8	W	W	R	14	89	14
8 Lukens D (R)	W	W	W	W	W	W	W	W	W	0	9	W	W	R	7	56	11
9 Kaptur M (D)	R	R	R	R	R	R	R	R	W	8	1	R	A	W	91	9	91
10 Miller C (R)	W	R	W	W	W	W	W	W	R	2	7	W	W	W	45	287	14
11 Eckart D (D)	R	R	R	R	R	R	R	R	W	8	1	R	R	W	122	16	88
12 Kasich J (R)	W	W	W	W	W	W	A	R	W	1	7	W	W	W	15	87	15
13 Pease D (D)	R	R	R	R	R	R	A	R	R	8	0	R	R	W	181	37	83
14 Sawyer T (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	R	39	3	93
15 Wylie C (R)	W	W	W	W	W	W	W	W	W	0	9	W	W	W	71	254	22
16 Regula R (R)	W	R	W	W	W	W	R	R	W	3	6	W	W	W	102	187	35
17 Traficant J (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	R	73	0	100
18 Applegate D (D)	R	R	R	R	W	R	R	R	R	8	1	R	R	W	166	53	76
19 Feighan E (D)	R	R	R	R	R	W	R	R	R	9	0	R	R	R	94	7	93
20 Oakar M (D)	R	R	R	R	R	R	R	R	W	8	1	R	R	R	200	14	93
21 Stokes L (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	W	283	16	95
Oklahoma																	
1 Inhofe J (R)	W	R	W	W	W	W	W	W	R	2	7	W	W	W	7	34	17
2 Synar M (D)	R	W	R	R	R	W	R	R	W	6	3	R	R	W	110	66	63
3 Watkins W (D)	R	R	R	R	W	W	A	R	W	5	3	W	W	R	104	120	46
4 McCurdy D (D)	R	R	W	W	W	W	R	W	R	4	5	R	W	R	58	71	45
5 Edwards M (R)	W	R	W	W	W	W	A	W	W	1	7	W	W	R	22	191	10
6 English G (D)	R	R	W	W	W	W	R	R	W	4	5	W	W	W	84	180	32

	Eastern I	Eastern II	Minimum Wage I	Miminum Wage II	Pension Boards	Davis-Bacon	Hatch Act Reform	Trade	Cargo Preference	Total Labor Votes		Capital Gains Tax	Child Care	Endowment for Democracy	Cumulative Voting Record		Cumulative Right Percentage
	1	2	3	4	5	6	7	8	9	R	W	10	11	12	R	W	%
Oregon																	
1 AuCoin L (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	R	189	67	74
2 Smith B (R)	W	W	W	W	W	W	R	W	W	1	8	W	W	R	15	88	15
3 Wyden R (D)	R	R	R	R	R	R	R	A	R	8	0	W	R	W	111	26	81
4 DeFazio P (D)	R	R	R	R	R	R	R	W	R	8	1	R	R	R	37	4	90
5 Smith D (R)	W	W	W	W	W	W	A	W	W	0	8	W	W	W	10	124	7
Pennsylvania																	
1 Foglietta T (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	R	125	5	96
2 Gray W (D)	R	A	R	R	R	R	R	R	R	8	0	R	R	R	165	5	97
3 Borski R (D)	R	R	R	R	W	R	R	R	R	8	1	R	R	R	98	3	97
4 Kolter J (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	R	93	6	94
5 Schulze R (R)	W	W	W	W	W	W	W	R	R	2	7	W	W	R	56	198	22
6 Yatron G (D)	R	A	R	R	A	R	R	R	A	6	0	A	A	R	258	49	84
7 Weldon C (R)	R	R	W	A	W	R	R	R	A	5	2	W	W	R	22	16	58
8 Kostmayer P (D)	R	R	R	R	W	R	R	R	R	8	1	R	R	R	163	20	89
9 Shuster B (R)	W	W	W	W	W	W	R	R	W	2	7	W	W	W	50	228	18
10 McDade J (R)	R	R	R	R	W	R	R	W	R	7	2	W	W	R	240	108	69
11 Kanjorski P (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	W	66	7	90
12 Murtha J (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	R	233	37	86
13 Coughlin L (R)	W	W	W	W	W	W	W	W	R	1	8	W	W	R	115	203	36
14 Coyne W (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	R	133	5	96
15 Ritter D (R)	W	W	W	W	W	W	W	W	R	1	8	W	W	R	61	112	35
16 Walker R (R)	W	W	W	W	W	W	W	W	W	0	9	W	W	W	30	189	14
17 Gekas G (R)	W	W	W	W	W	W	W	W	W	0	9	W	W	W	18	85	17
18 Walgren D (D)	A	R	R	R	R	R	R	R	W	7	1	R	R	W	182	32	85
19 Goodling B (R)	W	R	W	W	W	W	R	W	W	2	7	W	W	W	67	184	27
20 Gaydos J (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	R	276	27	91
21 Ridge T (R)	R	R	R	R	W	R	R	W	R	7	2	W	W	R	59	43	58
22 Murphy A (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	W	175	38	82
23 Clinger W (R)	W	W	W	W	W	W	R	W	R	2	7	W	W	W	71	102	41
Rhode Island																	
1 Machtley R (R)	W	R	W	R	R	W	R	W	R	5	4	W	R	W	6	6	50
2 Schneider C (R)	R	R	R	R	W	W	R	A	R	6	2	W	R	W	94	37	72
South Carolina																	
1 Ravenel A (R)	W	W	W	W	W	W	R	W	R	2	7	W	W	R	17	25	40
2 Spence F (R)	W	R	W	W	W	W	R	W	R	3	6	W	W	W	50	251	17
3 Derrick B (D)	R	R	W	W	W	W	R	R	R	5	4	W	W	R	145	112	56
4 Patterson L (D)	R	R	W	W	W	W	R	R	R	5	4	W	W	W	25	17	60
5 Spratt J (D)	R	R	W	W	W	W	R	R	R	5	4	R	R	R	62	39	61
6 Tallon R (D)	R	R	W	R	W	W	R	R	R	6	3	W	R	W	69	33	68
South Dakota																	
AL Johnson T (D)	R	R	R	R	R	R	R	R	W	8	1	R	R	W	36	6	86
Tennessee																	
1 Quillen J (R)	W	R	W	W	W	W	R	W	R	3	6	W	W	W	62	282	18
2 Duncan J (R)	W	R	W	W	W	W	R	R	R	4	5	W	W	W	4	8	33
3 Lloyd M (D)	R	R	R	R	A	R	R	R	R	8	0	W	W	W	152	103	60
4 Cooper J (D)	R	R	W	W	W	W	R	R	W	4	5	R	R	R	68	33	67
5 Clement B (D)	R	R	W	R	W	R	A	W	R	5	3	R	R	W	20	5	80
6 Gordon B (D)	R	R	R	R	W	R	R	R	R	8	1	R	R	R	59	12	83
7 Sundquist D (R)	W	W	W	W	W	W	R	W	R	2	7	W	W	W	18	82	18
8 Tanner J (D)	R	R	R	R	W	W	R	R	R	7	2	W	R	W	8	4	67
9 Ford H (D)	R	R	R	R	R	R	A	R	R	8	0	R	R	A	229	19	92
Texas																	
1 Chapman J (D)	R	W	W	W	W	W	R	R	R	4	5	R	R	W	37	28	57
2 Wilson C (D)	R	W	A	R	R	R	R	R	R	7	1	W	R	R	180	83	68
3 Bartlett S (R)	W	W	W	W	W	W	W	W	W	0	9	W	W	R	4	99	4
4 Hall R (D)	W	W	W	W	W	W	R	W	W	1	8	W	W	W	48	86	36
5 Bryant J (D)	R	R	R	R	R	R	A	R	R	8	0	R	R	W	93	6	94
6 Barton J (R)	W	W	R	W	W	W	W	W	W	1	8	W	W	W	3	69	4
7 Archer B (R)	W	W	W	W	W	W	W	W	W	0	9	W	W	W	13	297	4
8 Fields J (R)	W	W	W	W	W	W	W	W	R	1	8	W	W	W	9	129	7
9 Brooks J (D)	R	A	R	R	W	R	R	R	R	7	1	W	R	W	295	90	77
10 Pickle J (D)	W	W	R	R	W	R	R	R	R	6	3	W	R	R	187	156	55
11 Leath M (D)	W	W	W	W	W	W	R	R	W	2	7	W	W	R	50	119	30
12 Geren P (D)	I	R	I	I	W	I	I	I	R	2	1	W	R	I	3	2	60
13 Sarpalius B (D)	R	R	W	W	W	W	R	R	W	4	5	R	W	W	5	7	42
14 Laughlin G (D)	A	W	W	A	W	R	A	R	R	3	3	W	R	W	4	5	44
15 de la Garza E (D)	R	R	R	R	A	W	R	W	W	5	3	R	R	R	198	126	61
16 Coleman R (D)	R	R	A	R	W	R	R	R	R	7	1	R	R	R	88	12	88
17 Stenholm C (D)	W	W	W	W	W	W	R	W	W	1	8	R	W	W	33	140	19
18 VACANCY																	
19 Combest L (R)	W	W	W	W	W	W	W	W	W	0	9	W	W	W	8	65	11
20 Gonzalez H (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	W	325	34	91
21 Smith L (R)	W	W	W	W	W	W	W	W	W	0	9	W	W	W	4	37	10
22 DeLay T (R)	W	W	W	W	W	W	W	W	W	0	9	W	W	W	1	71	1
23 Bustamante A (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	R	67	3	96
24 Frost M (D)	A	R	R	R	W	R	R	R	R	7	1	R	R	W	131	34	79
25 Andrews M (D)	R	W	W	R	W	W	A	R	R	4	4	W	R	W	64	37	63
26 Armey D (R)	W	W	W	W	W	W	W	W	W	0	9	W	W	W	1	72	1
27 Ortiz S (D)	R	W	A	R	W	R	R	R	R	6	2	W	R	R	84	14	86
Utah																	
1 Hansen J (R)	W	W	W	W	W	W	W	W	W	0	9	W	W	R	5	126	4
2 Owens W (D)	R	R	W	R	R	R	R	A	W	6	2	W	R	R	54	6	90
3 Nielson H (R)	W	W	W	W	W	W	R	W	W	1	8	W	W	W	10	92	10
Vermont																	
AL Smith P (R)	R	R	W	R	W	W	R	W	R	5	4	W	R	W	6	6	50
Virginia																	
1 Bateman H (R)	W	R	W	W	W	W	W	W	R	2	7	W	W	W	11	91	11
2 Pickett O (D)	W	R	W	R	W	W	R	W	R	4	5	W	R	W	30	12	71
3 Bliley T (R)	W	W	W	W	W	W	W	W	R	1	8	W	W	W	16	122	12
4 Sisisky N (D)	R	R	W	R	W	W	R	R	R	6	3	R	R	W	67	36	65
5 Payne L (D)	R	R	W	W	W	W	R	R	A	4	4	W	W	W	9	8	53
6 Olin J (D)	R	R	R	R	W	W	R	R	W	6	3	R	R	W	59	43	58
7 Slaughter D (R)	W	W	W	W	W	W	W	W	W	0	9	W	W	W	9	64	12
8 Parris S (R)	A	R	W	A	W	W	R	W	R	3	4	W	W	W	34	97	26
9 Boucher R (D)	R	R	W	R	R	R	A	R	W	6	2	R	R	W	81	19	81
10 Wolf F (R)	R	W	W	W	W	W	W	W	W	1	8	W	W	R	25	112	18
Washington																	
1 Miller J (R)	W	W	W	W	W	W	R	W	R	2	7	W	W	R	28	45	38
2 Swift A (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	W	147	29	84
3 Unsoeld J (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	R	12	0	100
4 Morrison S (R)	W	W	W	W	W	W	R	W	W	1	8	W	W	R	34	102	25
5 Foley T (D)	R	S	R	S	S	S	R	S	S	3	0	S	S	R	266	65	80
6 Dicks N (D)	R	A	R	R	R	R	R	W	R	7	1	R	R	R	181	34	84
7 McDermott J (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	R	12	0	100
8 Chandler R (R)	W	W	W	W	W	W	A	W	W	0	8	W	W	R	18	83	18
West Virginia																	
1 Mollohan A (D)	R	R	R	R	W	R	R	R	R	8	1	R	R	R	95	7	93
2 Staggers H (D)	R	R	R	R	W	R	R	R	R	8	1	R	R	W	95	8	92
3 Wise B (D)	R	R	R	R	R	R	R	R	R	9	0	R	R	R	94	7	93
4 Rahall N (D)	A	R	R	R	R	R	R	R	R	8	0	R	R	W	187	25	88
Wisconsin																	
1 Aspin L (D)	R	R	R	R	R	R	A	W	W	6	2	R	R	R	252	43	85
2 Kastenmeier R (D)	R	A	R	R	R	R	R	R	W	7	1	R	R	W	336	38	90
3 Gunderson S (R)	W	R	W	W	W	W	R	R	W	2	7	W	W	W	40	95	30
4 Kleczka G (D)	R	R	R	R	R	R	R	R	W	8	1	R	R	W	71	14	84
5 Moody J (D)	R	R	R	R	W	R	R	R	W	7	2	R	R	W	88	10	90
6 Petri T (R)	W	W	W	W	W	W	R	W	W	1	8	W	W	R	44	131	25
7 Obey D (D)	R	R	R	R	R	R	R	R	W	8	1	R	R	W	275	41	87
8 Roth T (R)	W	W	W	W	W	W	W	R	A	1	7	W	W	W	24	143	14
9 Sensenbrenner F (R)	W	W	W	W	W	W	W	W	W	0	9	W	W	W	16	157	9
Wyoming																	
AL Thomas C (R)	I	W	I	W	W	W	I	W	W	0	6	W	W	I	0	8	0

Jesse Jackson joins S. Lichtenberg workers at a rally in Louisville, Ga. The workers, who have been denied the right to join ACTWU, rallied adjacent to a preserved slave market.

Unionists celebrate Dr. King, push for nationwide holiday

Continued from Page 1

planted in Israel's Martin Luther King Memorial Forest.

In a rally adjacent to a preserved slave market in Louisville, Ga., the Rev. Jesse L. Jackson joined more than 2,500 curtain and drapery plant workers who have been denied the right to join the Clothing and Textile Workers. Their employer, S. Lichtenberg, has for two years blocked their efforts to win a contract, despite an overwhelming vote for the union by the workers.

"This is not a struggle between black and white," Jackson said. "This is a struggle between wrong and right."

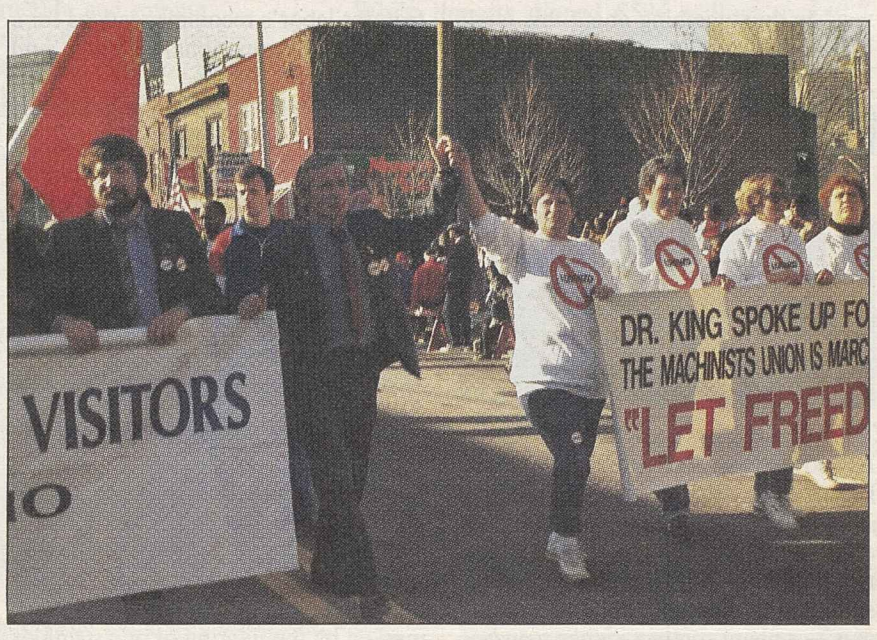
At a "Victory March" in Phoenix, Ariz., A. Philip Randolph Institute President Norm Hill called on labor to lead the fight to make the King holiday a paid state holiday. Conservative supporters of former Arizona Gov. Evan Meacham have successfully campaigned to suspend the holiday, pending a referendum vote in November.

Hill said Arizona should make Martin Luther King Jr.'s birthday a paid holiday "so that it can join the great majority of states in giving Dr. King appropriate recognition."

The King holiday is not recognized in Montana, Idaho, New Hampshire and most of Arizona. AFSCME city employees in Phoenix and Tucson do get a paid holiday.

Other unions participating in King events include the Firemen and Oilers, the Ladies' Garment Workers, Laborers, Operating Engineers, Letter Carriers and other educational associations.

Machinists striking against Eastern Air Lines found supporters large and small in Atlanta during a Martin Luther King Jr. Day parade. Below, Eastern strikers got a hand of solidarity from visiting Soviet miners.



VOLUME 35, NUMBER 2
JANUARY 22, 1990

AFL-CIO NEWS

INSIDE

1 ***Legislation pressed to end pension raids***

The AFL-CIO is urging Congress to limit corporate raiding of pension funds, which represent workers' deferred income and should be used to benefit workers.

2 ***30,000 in New York win new SEIU pact***

Building service workers employed by the New York Realty Advisory Board, members of Service Employees Local 32B-32J, will get a 15-percent raise over three years.

3 ***Seattle bank's stalling must end, court says***

Food and Commercial Workers Local 1182's 12-year fight for a contract at Seattle-First National Bank is near an end as court says no more delays.

4 ***AIW solidarity drive squeezes Whirlpool***

Whirlpool's unilaterally imposed take-away contract at its plant in Ft. Smith, Ark., has spurred AIW members to launch an in-plant solidarity campaign.

10 ***Prices on the rise; real earnings lag***

Despite a 4-percent rise in average hourly wages last year, real earnings lost out to inflation. Wholesale prices continued up in December, jumping seven-tenths of 1 percent.

11 ***April 28 is dedicated to workplace safety***

The second Workers Memorial Day on April 28 will underscore labor's push for legislation to improve on-the-job safety and health for American workers.

UNION YES

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AFL-CIO NEWS

VOLUME 35, NUMBER 3 FEBRUARY 5, 1990

Legislative Roundup

The 101st Congress gets back to business with clean air, voter registration and the Eastern veto override high on the agenda. See page 3.

AFL-CIO adopts terms for Social Security tax cut

The AFL-CIO endorsed the concept put forward by Sen. Daniel Patrick Moynihan (D-N.Y.) on reducing the Social Security payroll tax and returning the system more closely to a pay-as-you-go basis, but with an insistence that protections be added to ensure retiree benefit security and avert massive cuts in federal programs.

The Moynihan proposal calls for a reduction in the pension and disability (OASDI) portion of the Social Security payroll tax, from the current 6.2 percent of wage base to 6.06 percent this year, and then to 5.1 percent in 1991 and for each year thereafter through 2014.

''Implementation of the plan should be postponed until the Social Security trust fund surplus can be maintained at 125 percent to 150 percent of one year's benefits,'' the AFL-CIO said in a Jan. 31 statement following a meeting by its 20-member Legislative Priorities Committee.

Noting that ''the growing Social Security surplus is being used to mask budget deficits that have been exacerbated by unbalanced and unwise spending and revenue policies,'' the federation noted that ''the Moynihan proposal has exposed this scam for all to see.''

Moynihan met with the AFL-CIO committee, as did former Social Security Commissioner Robert Ball, a staunch ally of labor who served with Kirkland and Moynihan on the 1982-83 commission that recommended a boost in the Social Security system to create a reserve trust fund for anticipated future needs.

Moynihan, whose Social Security proposal has drawn intense attention since he unveiled it late last year, argues that in refusing to face mounting federal budget deficits, Presidents Reagan and Bush have forced Americans to fund their government out of the Social Security trust fund.

In its statement, the AFL-CIO said it ''has long believed in the complete separation of the Social Security trust fund from the unified federal budget, and we favor removal of the trust fund's necessary surplus revenues from the deficit calculations of the Gramm-Rudman-Hollings law.

''However, we are deeply concerned that the larger, unmasked deficit could lead to crippling cuts in valuable federal

Continued on Page 8

Musicians settle Las Vegas strike for 4-year pact

Las Vegas

After 249 days on the picket line, the Musicians Local 369 voted overwhelmingly to accept a new four-year contract with five major hotel casinos.

The agreement, ratified 92-6, ended a strike that pitted a small Musicians local against the corporate giants of hotel-casinos. The use of taped, ''canned'' music in the production rooms and guaranteed work weeks in the star rooms had been the key bargaining issues.

Although the agreement allows the casinos to use the taped music in their production rooms, the musicians vowed to continue their fight to preserve live music — in Las Vegas and the world.

''The battle is now in the hands of the public,'' said union spokesperson Beth Smith, a French horn player who lost her job at Bally's Casino Resort. ''If they want live music, they'll have to say so.''

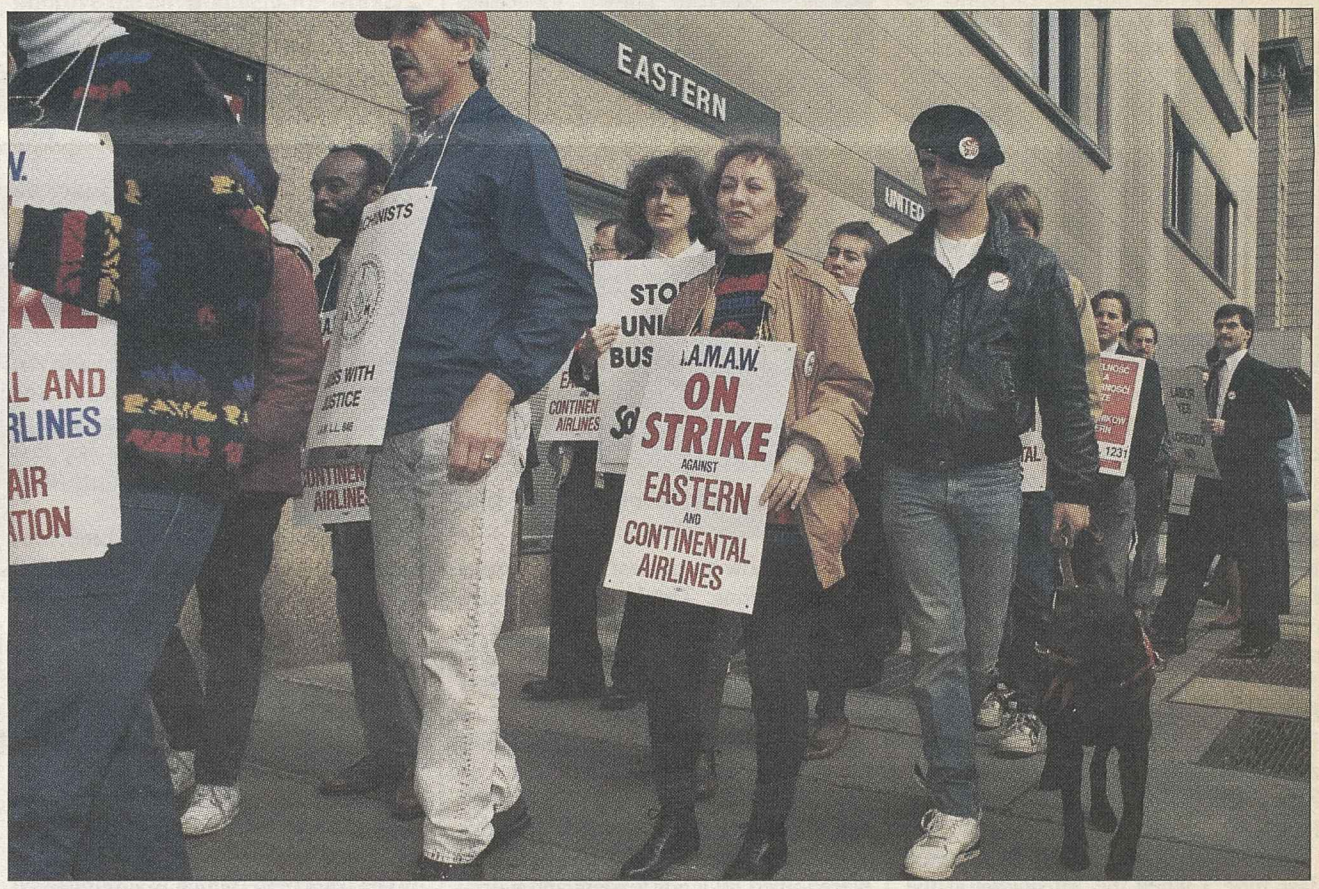
Forty-six musicians in the show rooms (19 at Bally's, 14 at the Tropicana and 13 at the Flamingo Hilton) no longer have jobs, the union said, but each will receive $28,000 in severance pay. Annual work guarantees for another 42 musicians in the star rooms were ended.

The hotels — Bally's, Tropicana, Caesars Palace, Las Vegas Hilton and Flamingo Hilton — claimed they were losing millions of dollars on the quality entertainment that attracts the high-rollers to their casinos.

AFM Local 369 President Mark Tully Massagli said the settlement was reached on Jan. 19 and grew out of negotiations renewed in December with the Hilton hotels.

Massagli said the hotels' offer to rehire four musicians in each showroom was rejected on principal by strikers,

Continued on Page 2



Machinists took time out from their legislative conference to picket the Eastern Airlines ticket office in Washington. Congress is preparing to vote on an override of President Bush's veto of legislation that would create a blue-ribbon commission to study the problems at Eastern. See story, page 3.

East European fund to boost free unions

The AFL-CIO has created the East European Workers Aid Fund, with an initial contribution by the federation of $25,000, to address the urgent needs of emerging free trade unions in Eastern Europe.

The fund is the latest federation effort to boost labor in Eastern Europe, where a burgeoning democracy movement has swept away repressive communist regimes. The fund is modeled after the Polish Workers Aid Fund, which provided necessary material assistance to Lech Walesa and Solidarnosc. Contributions are not tax deductible.

''We have helped make history with our Polish Workers Aid Fund,'' said AFL-CIO President Lane Kirkland in urging affiliates and their members to contribute to the new fund. ''Now, Solidarnosc's successes have been followed by the development of free trade union movements throughout that vital part of the world.''

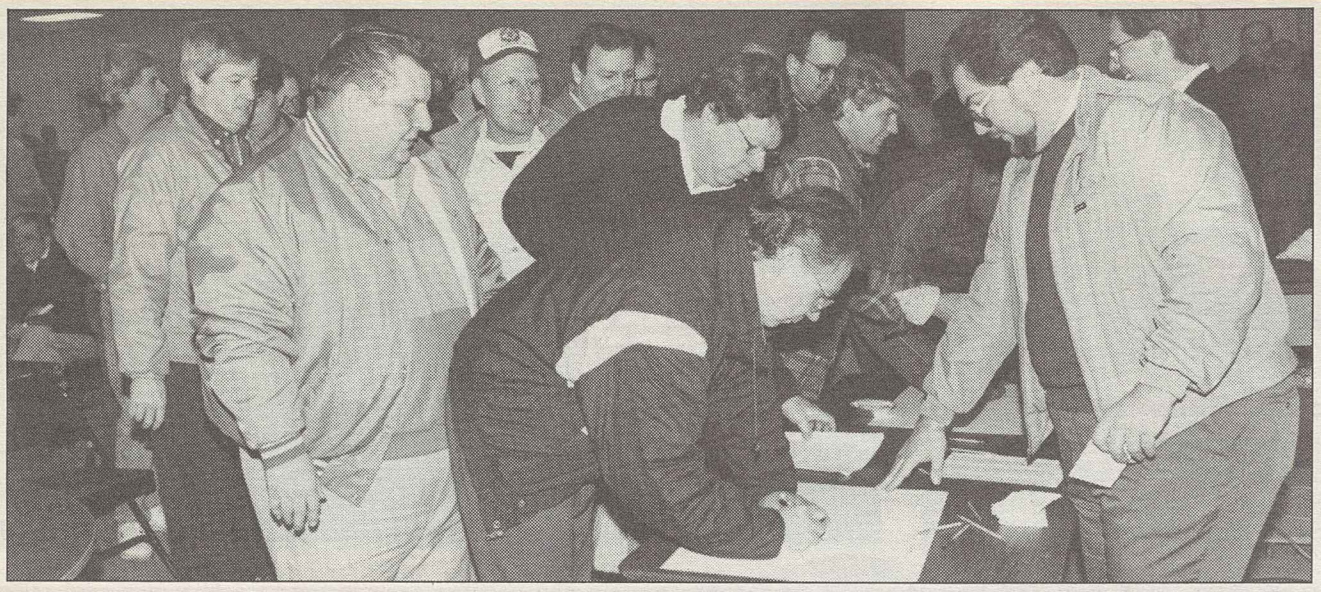
In addition to fund-raising, the federation and its affiliates are continuing to assist independent trade unions in Eastern Europe and the Soviet Union with staff training, and other union-to-union programs.

The Teachers, adding to their Education for Democracy project that began in 1987, will help schools in Eastern Europe teach democracy. Specialists from the United States will work with educators to revise curricula and eliminate authoritarian methods of teaching and administration.

The Teachers also recently held a seminar in Poland on collective bargaining techniques and the basics of negotiation. And last August, they sent a three-person delegation to Hungary to conduct a six-day training session in democratic structures and union organizing for leaders of the Democratic

Continued on Page 8

ILA ratifies new accord in Baltimore



ILA members vote to ratify a local agreement, ending a lockout by Baltimore port management.

Baltimore

Longshoremen of five ILA locals overwhelmingly ratified a revised contract at the Port of Baltimore.

The local accord, tied to the ILA's master agreement with shippers, was approved by a vote of 1,199 to 431 after the dock workers returned to work from a three-day shutdown of the port.

The union termed the work stoppage a lockout after the Steamship Trade Association of Baltimore refused to meet with ILA President John M. Bowers over wording of the initial contract proposal. Bowers said he called off the vote because the wording in the proposal infringed on the master contract with East Coast and Gulf Coast port management associations.

The disputed wording was resolved during a meeting in New York with ILA officials and Baltimore port management after picket lines went up at the docks.

Bowers said the wording of the new agreement preserves the integrity of the master agreement. The revised agreement increases the size of container crews and restores the jobs of some clerks and checkers, who would have lost 200 workers under the original proposal. The unit of 400 clerks and checkers at the Port of Baltimore will be cut by 60 jobs.

Work rules were changed to provide for crews to operate in the rain and snow with additional premium pay of $1.50 an hour for the full shift. The modified pact also requires employers to supply rain gear for the crews.

Bowers expressed regret that the port was shut down for three days.

"Right from the start, the ILA asked the Steamship Trade Association of Baltimore to keep working for five to 10 days until a settlement could be reached," Bowers said. "They declined, and locked out our members."

ILA members at other eastern ports declared they would not handle cargo on vessels diverted from Baltimore during the shutdown.

Baltimore had been the only port where an agreement on local issues was not reached by last Oct. 1, the target date for union members at East Coast and Gulf Coast docks to ratify a 14-month extension of the master contract, which is due to expire Nov. 30, 1990.

The ILA master contract governs wages, hours, benefit contributions and issues tied to automation. Local agreements focus on benefit levels and local work practices and rules.

Musicians ratify four-year contract

Continued from Page 1

who said four musicians accompanying a pre-recorded tape would not constitute live music.

In the star rooms at Bally's, Caesars Palace and the Flamingo Hilton, 50 weeks of employment annually will be guaranteed for three musicians and a band leader. Each will be paid $687 a week, a 5 percent raise from the scale that has been frozen since 1983, the union said. The rate will be increased 5 percent each year until the contract expires in 1994.

Forty-two other star-room musicians who lost their work guarantees will join a pool of musicians to be hired for the star rooms when needed at a nightly scale of $150 for the first three nights and $100 for the next three nights. Weekly compensation under the previous agreement was $654 regardless of the number of nights worked, the union said.

The 42 former star-room musicians also will share, in varying amounts, a $150,000 signing bonus, built through contributions of $50,000 each from Bally's, Caesars Palace and the Las Vegas Hilton.

The strike against the hotels began last June 3 when the Musicians at the Tropicana walked off the Folies Bergere show to protest the stalemate in negotiations. The hotel unilaterally implemented a policy ordering taped music. Eventually all 46 musicians who played in the show rooms struck or were fired.

Mark T. Massagli, Local 369 president

The labor movement rallied behind the striking Musicians. Union conventions were pulled from the struck hotels and major entertainers refused to cross the picket lines where the Musicians were joined by labor leaders and workers.

Recording companies attack AFM free live music fund

Major recording companies are demanding the end of the Musicians' Music Performance Trust Fund, which has paid for free public performances of live music in the United States and Canada since 1948.

AFM President J. Martin Emerson said the union is fighting back, enlisting the aid of the entire labor movement and the organizations and legislative bodies that cosponsor the performances, which last year numbered 35,000.

Elimination of the trust fund and the union's Special Payments Fund are the primary goals of the recording industry in bargaining to replace a contract that expired Jan. 31 covering more than 20,000 Musicians.

AFM President J. Martin Emerson, in a letter to union members, pointed out that the companies reduced their royalty fee payments to the trust fund by 40 percent in 1983, and by another 10 percent in 1987 bargaining. They also exempted the first 25,000 copies of each release from the fee.

The entire recording industry, with sales in excess of $6.5 billion in 1989, paid less than $7 million into the fund last year, Emerson noted.

The trust fund, which is administered by an independent trustee appointed by the secretary of labor, provides for live musical performances in veterans' hospitals, nursing homes, schools, institutions for the handicapped and mentally retarded, senior citizen centers, hospices and other public domains.

The Special Payments Fund, which the recording companies also want to eliminate, pays studio musicians based on a complex formula — similar to the "residuals" earned by actors in the film and television industries.

Emerson noted that four of the six largest recording companies, which control 96 percent of the North American music market, are foreign-owned. CBS Records is owned by Sony Corp. of Tokyo; RCA Records is owned by Bertelsmann AG of West Germany; Capitol-EMI Music is owned by Thorn EMI PLC of London; and Polygram Records is owned by Phillips Gloeilampenfabrieken of the Netherlands.

Their insistence on eliminating "benefits long enjoyed by the American and Canadian public, at a time when the industry's profits are higher than ever, raises troubling questions about the implications of ownership of American companies by foreign interests," he said.

AFL-CIO NEWS

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LEGISLATION

Job safeguards vital to clean air legislation

By Mike Hall

Clean air legislation is all but assured of passage this session. But the complexities in the 431-page Senate bill and the equally comprehensive House version, and the question of how the bills affect jobs and economic growth, make the issue far from clear cut.

In whatever form clean air legislation passes, "it could have as enormous an impact on this country, on the economy and jobs as anything that could be seen this decade," said Jay Power, AFL-CIO legislative representative.

"We want a clean air bill that protects the environment for us, our children and grandchildren," Power said. "We also want Senate and House members to take a serious and close look at the jobs issue."

The Senate bill, sponsored by Majority Leader George J. Mitchell (D-Maine), already has moved to the floor for debate, where a vote is expected by mid-February. The legislation would set new and very stringent controls on smog, acid rain and toxic air pollutants.

The House bill, which is a combination of President Bush's clean air proposals and those of Reps. John D. Dingell (D-Mich.) and Henry A. Waxman (D-Calif.), was approved last year by the Health and Environment Subcommittee and is awaiting action by the full Energy and Commerce Committee, expected in March.

Polls show that Americans want a cleaner and safer environment and are willing to pay a price for it. But the debate in the House and Senate is not a simple "for" or "against" the environment.

The AFL-CIO has stressed that clean air legislation should include a realistic timetable for economic growth. Clean air goals then could be met without significant job loss or dislocation, the federation argues.

"Cleaner air is in the nation's best interest, and the attainment of this goal is an objective the AFL-CIO strongly supports," the Executive Council said in a statement last year. "Acid rain threatens forests, streams and lakes in some parts of the country and toxic emissions from smokestacks pose substantial health risks.

"The AFL-CIO will cooperate with congressional leaders in the development of legislation that will significantly improve the environment for workers, families and communities, while fully recognizing the need to enhance the vitality of, and maintain employment opportunities in America's construction, industrial and mining base," the council stressed.

Powers outlined several areas of concern by the federation over the pending legislation:

- **ACID RAIN.** Both bills set timetables for reduction of sulfur dioxide emissions from power plant stacks, which have been linked to acid rain. Rather than a switch to lower sulfur coal, the federation favors the use of scrubbing technology and cleaner burning processes for the plants targeted for cleanup. While more expensive, this approach to pollution control would continue to use existing coal supplies and help save the jobs of those miners currently employed.
- **AUTO EMISSIONS.** The UAW has endorsed a compromise struck by Dingell and Waxman in the House bill. The standards in the compromise are the same as contained in California emission regulations, which are regarded as the toughest in the nation. The Senate bill contains provisions on standards for carbon dioxide emissions dealing with fuel efficiency rather than air pollution. The UAW believes these concerns should be addressed in separate legislation.
- **PENALTIES.** There are needed increases in the penalties polluters must pay under the Senate bill's provisions, but there are some flaws as well. For example, an innocent worker could face criminal charges if the Environmental Protection Agency finds pollution violations at the job site, even if the worker is simply following his supervisor's instructions.
- **EPA ENFORCEMENT.** In the Senate bill, the EPA would have the option, as a last resort, to ban any new construction of power plants and chemical factories if a region did not meet clean air standards. The federation believes that type of enforcement hammer is not needed, and that other remedies would work without impacting on the jobs of construction workers.

In addition, the legislation would give the EPA an expanded role in workplace health and safety, Power said. The AFL-CIO believes the Occupational Safety and Health Administration is better suited to provide the expertise for this worker protection.

IAM President George Kourpias outlines labor's legislative agenda in Congress.

Machinists fine-tune grassroots lobby

Eastern credibility tumbles as veto override vote pends

Machinists from across the country were exhorted to get involved in grassroots lobbying and political education during an IAM legislative conference in Washington.

IAM president George Kourpias called on the Machinists to become "grassroots lobbyists . . . to look out for our interests, our kids interests and the future of our country."

AFL-CIO President Lane Kirkland told the 300 IAM members, "Working people ought to be among the authors of events, rather than the victims of events."

The Machinists discussed key congressional concerns with union and federation officials and heard from several senators and representatives, including Sen. Edward M. Kennedy (D-Mass.) and House Majority Whip William H. Gray III (D-Pa.)

Afternoons were spent on Capitol Hill in meetings with congressional representatives and on the picket line in front of the Eastern Airlines ticket office.

Chief among the IAM concerns is a vote to override President Bush's veto of legislation that would create a blue-ribbon commission to help resolve the Machinists' 11-month-old dispute with Eastern.

Kirkland applauded the steadfastness of Eastern workers who have walked the picket lines and exposed the deceit of Eastern owner Frank Lorenzo.

"We've said all along that Lorenzo wanted only to milk and liquidate Eastern Airlines," Kirkland said. "He's now doing that under the protection of a court which appears to have no more regard for fair and decent treatment of the company's employees than he does."

Eastern creditors were given a harsh lesson in the cost of their appeasement of Lorenzo during a committee meeting Jan. 25, when the carrier's reorganization plan was submitted with the promise of cash payments of just ten cents for each dollar of debt.

Since filing for bankruptcy protection last March, Eastern has lost $1.2 billion, although creditors and the bankruptcy court had been assured by Eastern that debts would be paid in full.

In explaining why Eastern's projections were so rosy while the true picture was dark, President Phil Bakes blamed fuel price increases and other factors, but admitted that the traveling public has not supported the carrier.

The Wall Street Journal reported that Eastern has not been able to attract either business passengers willing to pay top dollar for reliable service or leisure travelers seeking cut-rate fares.

Interviewing passengers in Atlanta, the Journal found few travelers willing to exchange their higher-fare tickets on other carriers for an Eastern flight. Passengers expressed concern about Eastern's ability to maintain planes and pointed to better service on competing carriers.

Following the Lorenzo presentation, the creditors committee pressed the federal bankruptcy court to limit further cash advances to the carriers, stating that Eastern managers are "Unable to make the airline work, nor are they able to accurately forecast its future even for a few weeks at a time."

Capitol Digest

Augustus Hawkins, who has headed the House Education and Labor Committee since 1984, will retire at the close of the 101st Congress.

AFL-CIO legislative director Robert McGlotten praised Hawkins, stressing that "working men and women, minorities, the disabled and school children owe a lot to Gus Hawkins."

Under his leadership, the House panel produced landmark protections against employment discrimination and scores of workplace and education initiatives. During nearly three decades in Congress, Hawkins, 82, posted a 96 percent "right" record on the AFL-CIO COPE voting scorecard.

In other news:

- A vote on the President's veto of H.R. 1231, establishing a bipartisan panel to help resolve the Eastern Airlines dispute, is expected the week of Feb. 5.
- Also pending is a House vote on H.R. 2190 — the National Voter Registration Act — to boost voter turnout and streamline registration for federal elections.
- House members are debating separate versions of child care legislation. The labor-backed Education and Labor Committee bill matches the Senate program adopted last year. But a Ways and Means Committee version would substitute block grants and tax credits.

To contact a member of Congress, write to: The Honorable (Senator or Representative's name), United States Senate (or House of Representatives), Washington, D.C. 20510 (Senate) or 20515 (House).

Unions want stronger confined spaces rule

Chicago

Union representatives from across the nation called on the Occupational Safety and Health Administration to strengthen its proposed regulation for confined spaces and to extend coverage to the more than 1 million workers in the agriculture, construction and maritime industries.

The AFL-CIO and several affiliates testifying at an OSHA regional hearing also criticized the 14-year delay in issuing the proposal. During that time, several thousand workers died from mishaps in confined spaces, according to official estimates.

The OSHA proposal creates two classes of confined spaces — high-hazard and low-hazard — with the emphasis on protection of workers in high-hazard spaces.

Workers entering a high-hazard space would be required to have a permit from the employer, who would have to take measures to keep unauthorized people out, to develop safe procedures and to train workers on hazards and rescue procedures.

Further, for high-hazard spaces, an attendant would be required outside the confined space to sound an alarm and call for assistance in an emergency.

The proposal has a ''fundamental flaw,'' said Diane Factor, an AFL-CIO industrial hygienist, in that it does not ''eliminate or greatly reduce the potential for exposure to the hazards in confined spaces.''

The proposed rule ''only addresses procedures for entering confined spaces, ''and does not contain the hierarchy of controls used in all other standards for toxic substances, Factor said. Further, it does not seek to reduce or eliminate the use or need to enter the confined space, she said.

Employers should be induced to find alternatives when possible to avoid having workers enter confined spaces, Factor said. She suggested the use of engineering controls, equipment moves and continuous ventilation and monitoring systems built into confined spaces that are entered regularly.

Factor complained about the exemption from the OSHA standard of the construction, agriculture and maritime industries, noting that the more specific confined space entry language contained in other standards under which they now are regulated is not as protective as the proposed rule.

Grain Millers President Larry Jackson, protesting that the grain industry had been exempted as part of the agricultural industry, noted that his members are daily ''forced into storage bins, silos, railway cars and other constricting spaces that are often devoid of oxygen or suffocatingly packed with chemical fumes.''

Jackson said that the OSHA rule on grain dust is ''more specific'' to his industry, but it is not ''more stringent or protective'' than the proposed general standard. He described how several members had died in confined spaces.

He was accompanied by Keith R. Mestrich, safety director for the AFL-CIO Food and Allied Service Trades Department. Mestrich detailed the differences in coverage between the grain dust standard and the proposed confined spaces rule.

Frank Grimes, a safety specialist for the Steelworkers, said 13 members had died in confined spaces in the past 10 years, the most recent fatality occurring last November.

Grimes was accompanied by eight local representatives from five plants that accounted for 10 or the 13 worker fatalities.

In objecting to the exemptions for the maritime and construction industries, Grimes said, ''A confined space is a confined space that has and can kill, no matter what Standard Industrial Code a company falls under.''

Grimes said complete, equal training must be provided to rescue teams, attendants and workers who enter confined spaces.

Further, he urged that employer permits be ''issued for each entry'' to a confined space, not be held valid for a one-year period, as the proposed rule states.

Other AFL-CIO affiliates testifying at the hearing included UAW, Service Employees, Oil, Chemical and Atomic Workers, and Utility Workers.

GM assembly plant in Ohio cited for 750 safety violations

The Occupational Safety and Health Administration cited General Motors Corp. for 750 alleged violations of safety and health standards at its Lordstown, Ohio Buick-Oldsmobile-Chevrolet assemply plant.

For the 750 violations, OSHA proposed that GM pay penalties totaling $211,000.

''A review of the employee injury and illness records at this plant showed a lost workday injury rate that exceeds the average for the entire auto industry,'' said Gerard F. Scannell, head of OSHA.

OSHA cited GM for 178 instances of alleged willful violations, which involved rules on recordkeeping, hazard communication, personal protective equipment, guardrails, work platforms, paint spray booths, welding, eye protection and unprotected electrical junction boxes and control panels.

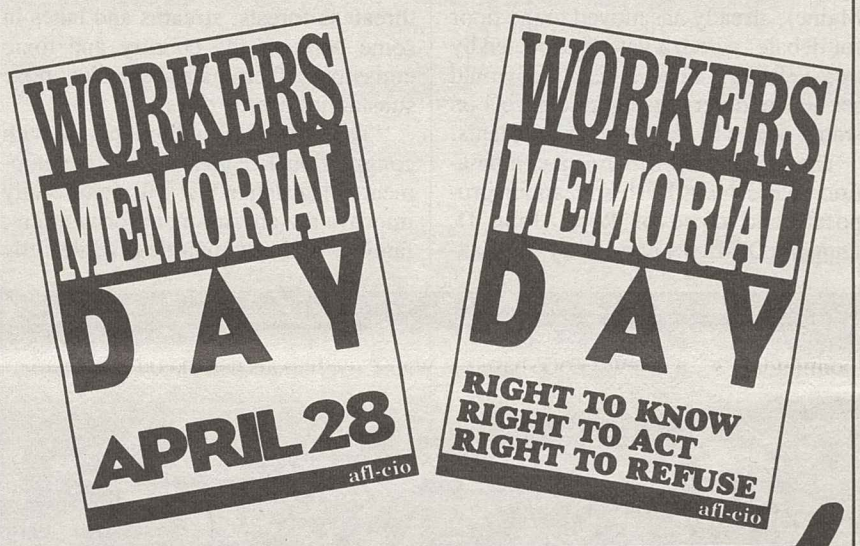
GM was also cited for improper use of flexible electrical cords and cables and improper equipment maintenance and use. OSHA proposed a total of $126,000 in penalties for the alleged willful violations.

The alleged serious violations involved improper maintenance of hydraulic lifts, unguarded open-sided floors or platforms, unsecured compressed gas cylinders and unguarded vertical inclined belts and pulleys. Total proposed penalties for 423 instances of serious violations are $71,000.

The 40 repeat violations brought fines of $14,000, while the other-than-serious citations carried no dollar penalties.

The plant inspection was conducted over a four-month period by a team of compliance safety and health officers from OSHA's Cleveland area office.

REMEMBER AMERICA'S WORKERS KILLED ON THE JOB



Kits now available

Worker Memorial Day kits—containing clip art, stickers, leaflets and posters are available from the AFL-CIO Department of Occupational Safety, Health and Social Security. Single kits are free and bulk rates are available. Phone (202) 637-5366.

'Profits before people' pattern at Boise-Cascade rebuked

St. Paul, Minn.

The president of the Minnesota AFL-CIO assailed Boise-Cascade Corp. for putting ''profits before people,'' and called for stiffer fines against the paper-making giant for safety and health violations.

The Minnesota Labor and Industry Commissioner fined Boise $145,554 for 1,669 instances of safety and health violations at its paper mill at International Falls, the largest fine ever levied by the state.

But Minnesota AFL-CIO President Dan Gustafson pointed out that if federal rules had been in effect, the fine against Boise would have been at least $1 million. In 1989, the federal Occupational Health and Safety Administration proposed fines of more than $1.6 million against Boise for safety violations at its plant in Rumford, Maine.

''These incidents show a pattern of corporate mentality that puts profits before people,'' Gustafson said. ''It's outrageous to think that a company that has benefited so much from the natural and human resources of Minnesota could willfully put its employees at risk of life and limb by ignoring basic safety rules.''

Minnesota will change its rules March 1 to allow the multiple fines now assessed by OSHA but prohibited in the state.

In addition, the state's Labor and Industry Commissioner said he will ask the legislature for greater criminal penalties for some safety violations.

Minnesota unions have been locked in a bitter controversy with Boise since the company's announcement last summer that it would use a non-union contractor for its half-billion-dollar plant expansion in International Falls. The contractor, BE&K, has brought in out-of-state workers.

Gustafson noted that ''it was a union that brought the health and safety complaint against the company that led to the state's investigation and eventual fines. It's likely that out-of-state non-union workers have no knowledge of the mechanisms for worker protection.

''If there are safety violations in the plant expansion work,'' he added, ''there's no union to trigger an investigation.''

Resources

PUBLICATIONS

Free at Last retells the story of the struggle for civil rights. The booklet was published in conjunction with the dedication of a civil rights memorial in Montgomery, Ala. Single copies, $2.75, bulk rates available. Contact the Civil Rights Education Project, 400 Washington Ave., Montgomery, Ala. 36177.

Up-to-date federation policies and legislative goals are outlined in these revised issues of the AFL-CIO Legislative Fact Sheet series: No. 101-3, **Family and Medical Leave**, No. 101-4, **Hatch Act Reform**, No. 101-9, **Child Care**, and No. 101-10, **Davis-Bacon Act**. Single copies are available from the AFL-CIO Department of Legislation, 815 16th St., N.W., Washington, D.C. 20006. Phone 202/637-5082. Bulk copies are available from the AFL-CIO pamphlet division.

CONFERENCES

The 1990 **Black Men in Unions Institute** will be held Feb. 15-18 in Ann Arbor, Mich. Sponsors of the conference include AFSCME Council 25, Coalition of Black Trade Unionists, Michigan A. Philip Randolph Institute, UAW Region 1-A and programs of the University of Michigan and Wayne State University. More information is available from the University of Michigan Labor Studies Center, 313/764-0492.

The annual **AFL-CIO Department of Education Conference** will be held March 18-22 at the George Meany Center for Labor Studies. University and labor educators will discuss the challenges in meeting the educational needs of a changing labor movement. In conjunction with this session, the University and College Labor Education Association will hold its annual meeting. More information is available from Ed Czarnecki, AFL-CIO associate education director, at 202/637-5146.

RWDSU President Lenore Miller calls on Congress to put reins on job-destroying leveraged buyouts, citing the problems caused by the Campeau Corp.

Leveraged buyout curbs essential, RWDSU testifies

Campeau Corp.'s bankruptcy petition graphically demonstrates the consequences of reckless corporate profiteering, President Lenore Miller of the Retail, Wholesale and Department Store Union told a House panel.

Testifying before the House Judiciary subcommittee on economic and commercial law, Miller called for curbs on leveraged buyouts and other takeovers that benefit wealthy speculators at the expense of thousands of working families and their communities.

RWDSU represents 4,000 workers at Bloomingdale's, a New York-based department store, plus hundreds of other workers at the Federated and Allied Department Store chains, acquired by Campeau over the last four years.

Campeau purchased Allied in 1986 and Federated two years later, overbidding and taking on huge debt in the hopes of making a quick profit. The stores, while profitable, could not generate enough revenue to repay the $7.5 billion debt, forcing Campeau to file for bankruptcy protection last year.

It is the employees of Federated and Allied — like others in industries nationwide — who ''must face the consequences of the massive debt incurred to finance corporate game playing,'' Miller declared. Since Campeau took over Federated, nearly 10,000 jobs have been lost, with 400 positions eliminated at Bloomingdale's alone, she said.

''Stores could be closed causing some to lose their jobs, their health benefits and their pensions. If Federated and Allied are sold off as part of the bankruptcy process, further restructuring could cause layoffs or other disruptions in careers,'' Miller declared.

Added to the consequences workers face, she continued, is the ''loss of customer confidence'' and growing negative effects on vendors, suppliers and other businesses and their workers whose livelihoods depend on the department store chains.

Miller urged the committee to adopt legislation supported by the AFL-CIO, which would end corporate takeovers financed by huge debt loads and limit corporate profiteering. These include:

- Elimination of tax deductions for interest on debt used to finance takeovers, and the tightening of securities laws.
- Pension protection for workers and retirees in the event of a reversion, and continuation of workers' contract rights when a corporation is sold.
- Federal chartering of all corporations doing business in the United States to prevent corporations from taking advantage of states with weak worker and community protections.

HERE adds 3,600 at Mirage

Las Vegas

The Hotel Employees and Restaurant Employees Locals 226 and 165 have organized 3,600 culinary workers and bartenders at The Mirage, the world's largest casino, thanks in large measure to a neutrality clause added last May to a contract at the Golden Nugget as part of a ''Union Again'' campaign.

The Union Again program was conceived by HERE President Edward T. Hanley following a bitter strike on the Strip in 1984. In an effort to return Las Vegas hotels to 100 percent union, HERE aided hotel owners in thwarting legislation that would have been harmful to the industry.

The good relations engendered with that campaign helped HERE win pledges, in 1989 contracts, that employers building new hotels would remain neutral if their employees wanted to organize. Steve Wynn, owner of The Golden Nugget and builder of the Mirage, was the first to settle with a contract containing the neutrality clause, ratified 762-3 last May.

At the Mirage, HERE Local 165 organized the 120 bartenders and Local 226 got the remainder of the workers — more than 3,400 — including cooks, waiters, waitresses, porters, bell staff and housekeeping workers. The Mirage employs 6,500 workers.

The neutrality clause provides that the union would be recognized as the bargaining agent when more than half the workers had signed authorization cards. The local unions, using six organizers operating out of a camper van parked near the hotel, got more than 1,800 workers to sign authorization cards over a three-week period.

This was the second casino organized in Las Vegas since the neutrality clause was added to contracts there. A 260-member unit was organized at the Hilton's new casino on the Strip, O'Shea's, which opened last July.

ILGWU signs up 1,500 in 'campaign for justice'

Brooklyn, N.Y.

Garment workers at 30 factories petitioned the National Labor Relations Board for a representation election as part of a Ladies' Garment Workers organizing campaign.

More than 1,500 workers signed authorization cards seeking ILGWU representation in the union's ''Campaign for Justice in Brooklyn.'' The organizing drive, launched in November, is aimed at more than 2,500 predominantly black and Hispanic workers in the Williamsburg-Bushwick section of Brooklyn.

For many years, employers controlled the mostly immigrant workers by setting up a ''sweetheart contract'' with a company organization known as Local 17-18, United Production Workers of America. No elections were held and the long-term former president of the local was convicted in 1987 for embezzlement of union funds and mail fraud, the ILGWA said.

Because the sweetheart agreement expires in March, the ILGWU has a ''window'' to win representation rights under federal labor law.

The NLRB petition ''sets the stage for elections that will bring the benefits of a real union to thousands of exploited workers in Brooklyn,'' said ILGWU Executive Vice President Edgar Romney. It also will ''serve notice to the bosses in the entire Brooklyn industry that the days of the sweatshop are over,'' he added.

Most of the workers earn minimum wages and few benefits while working long hours — with 12-hour days and six-day weeks common.

ILGWU organizers and union supporters are leafletting factories with materials in English and Spanish. Bolstering the effort is a Spanish-language radio and print campaign and an endorsement from actor Edward James Olmos, who also participates in the AFL-CIO's Union Yes campaign.

In a separate development, the state labor department has joined forces with federal Occupational Safety and Health Administration officials to better enforce workplace safety standards in New York's garment industry.

The agreement follows a state probe of nearly 3,000 garment shops that found widespread violation of child labor, wage and hour and homework laws. Under the agreement, agencies will share information gathered about violators and investigators will receive cross-training in all areas, particularly to help identify safety and health violations.

ILGWU President Jay Mazur said conditions in many illegal factories ''parallel those existing at the turn of the century. The agreement signals that such exploitation will not be tolerated.''

Jack Sheinkman, president of the Clothing and Textile Workers, hailed the agreement for extendeding the state's enforcement effort to the federal level.

Chicago paper must rehire 74

Chicago

An administrative law judge found the Chicago Tribune guilty of unfair labor practices stemming from a strike that began in July 1985 by the Graphic Communications Union.

Judge Marion C. Ladwig ordered the Chicago Tribune to reinstate 74 of the striking press operators with backpay and offer full-time or part-time work to other strikers. Backpay for the strikers could total as much as $10 million to $15 million, according to the attorney of GCIU Local 7N, which represents the Chicago Tribune strikers.

The Chicago Tribune reported that the company will appeal the decision to the full National Labor Relations Board in Washington.

GCIU President James J. Norton called the ruling ''not just a victory, but a great victory.'' Robert N. Hagstrom, president of GCIU Chicago Web Printing Pressmen No. 7, said the strikers are ''very pleased and feel vindicated.''

The members of the Chicago local went out on strike in July 1985 after negotiations failed to produce an agreement. Talks continued after the press operators were out, but Chicago Tribune negotiators then proposed a contract clause that would have virtually destroyed the local's jurisdiction over press operators.

When members of the unit overwhelmingly voted down that ''final'' contract offer, Tribune management declared a bargaining impasse.

Judge Ladwig said the Tribune's declaration of a bargaining impasse on a nonmandatory subject of bargaining violated labor law and turned the economic strike into an unfair labor practice strike on that date.

AFL-CIO boycott list adds Holly Farms

Holly Farms, the nation's largest poultry processor, has been added to the AFL-CIO boycott list.

Despite an overwhelming vote last March by drivers and yardmen in Kernersville, N.C., seeking to join the Teamsters, Holly Farms management threatened workers and refused to bargain.

In September, parent company Tyson Foods took over the Holly Farms transportation division and told the members of IBT Local 391 that the union was not recognized as their bargaining agent. Tyson then slashed wages by as much as $6,000 a year, prompting the strike.

Products sold under the Holly Farms label include chicken, whole and parts, and processed poultry products.

Company seeks to bar union board member

Los Angeles

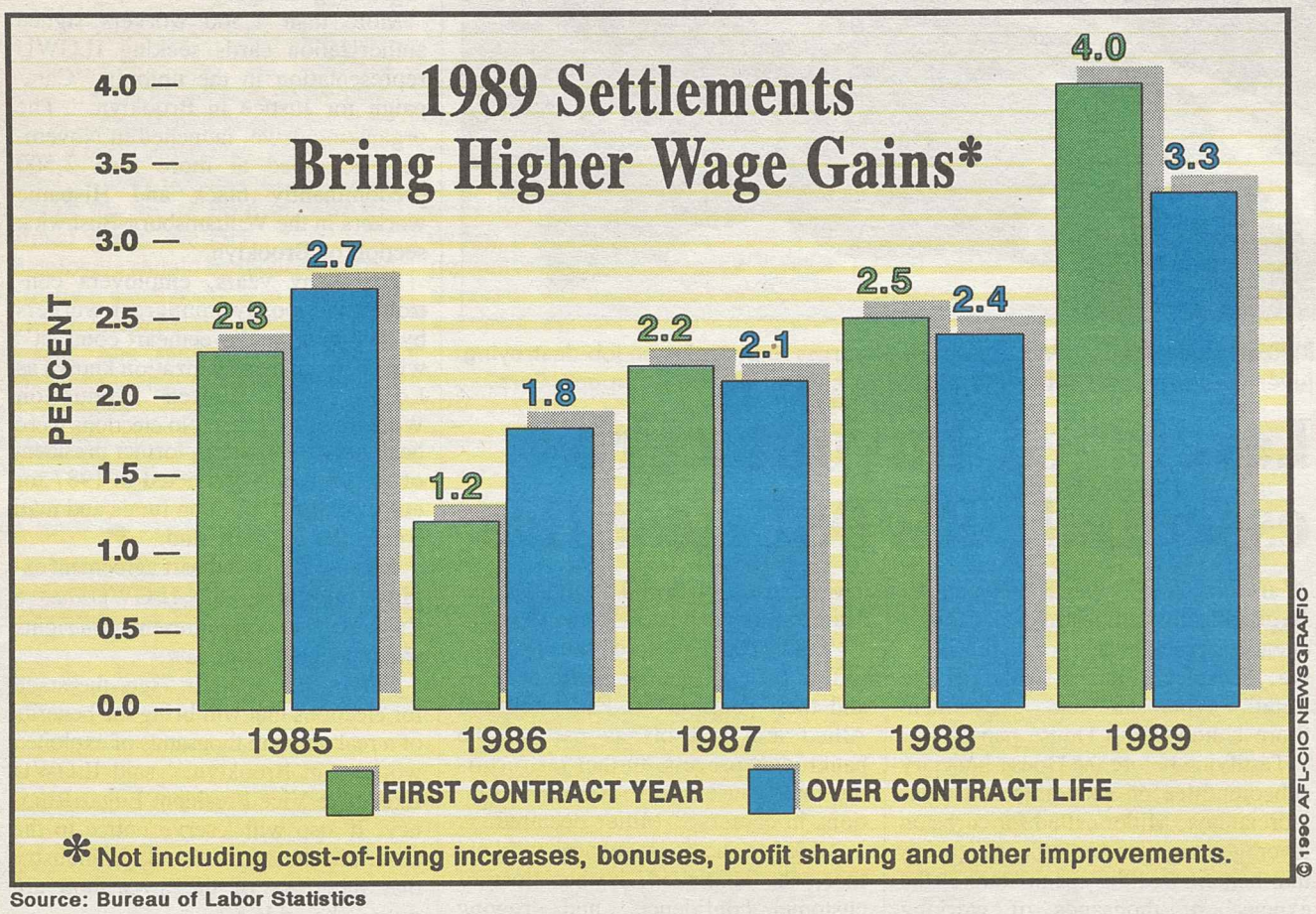
Pacific Enterprises has called a Feb. 15 special shareholder meeting to keep a member of the Utility Workers from gaining a seat on the board that controls the Southern California Gas Co.

At a time when other companies are welcoming worker representation in the boardroom, Pacific Enterprises has spent nearly a quarter million dollars to keep out Utility Workers Region V Director Sam Weinstein.

Nearly 10 percent of the corporation's stock is owned by 6,500 gas company employees, represented by the Utility Workers and the Chemical Workers. Worker shareholders could thwart the company's efforts by showing up to vote, or by sending their proxies. The unions also will demonstrate outside the building.

DATA

'89 union contracts boost pay 4 percent in first year



Source: Bureau of Labor Statistics

Union wage gains in 1989 major contract settlements averaged 4 percent in the first year, up sharply from the 2.5 percent first-year increases negotiated in 1988, the Bureau of Labor Statistics reported.

Pay increases over the contract term also were higher, up 3.3 percent annually, compared with 2.4 percent in 1988. The duration of 459 contracts covering 1.85 million unionized workers averaged 35 months.

The BLS said the 1989 agreements are the first since 1981 to provide larger wage increases than the ones they replaced. However, an upward swing in major contract settlements — those covering 1,000 or more workers — began in 1987.

AFL-CIO economist John Zalusky pointed out that BLS factors into the settlements statistic only basic wage adjustments and does not include lump-sum bonuses, cost-of-living increases, profit-sharing payments and money set aside for retraining. The value of negotiated benefits also is excluded.

Zalusky noted that additional pay factors could raise the actual value of the settlements significantly.

For example, the Machinists' settlement with Boeing Co. last November provided a 4-percent first-year wage increase as well as a 10-percent lump-sum bonus. The Boeing contract calls for additional pay raises and bonuses in 1990 and 1991 for 57,000 IAM members. Over three years, the contract will provide pay raises of 10 percent and bonuses totaling 19 percent before compounding.

But BLS did note that lump-sum provisions were negotiated for 690,000 of the 1.85 million workers under the 1989 contract settlements. Contracts with lump-sum payments also called for wage increases averaging 3.1 percent annually over the term, compared with 3.5 percent for contracts without bonuses.

New contracts covering 397,000 workers in 1989 have COLA clauses, and provide pay increases averaging 3.8 percent the first year and 2.6 percent annually over the contract term. Pay increases for contracts without COLAs have average wage increases of 4 percent the first year and 3.5 percent annually over the term.

BLS said it does not compute potential COLA gains into the settlement data because the adjustments depend on future price changes. Most union contracts with COLA clauses are keyed to the government's consumer price index for urban wage earners (CPI-W).

The BLS said 1989 settlements covering 56 percent of the 1.85 million workers were "front-loaded," with first-year wage increases averaging 5.4 percent and 3.8 percent annually over the contract term. "Back-loaded" contracts covering 503,000 workers provide first-year pay increases averaging 1.6 percent and 2.6 percent annually over the term.

Some 300,000 workers in the 1989 settlements are under one-year contracts or multiyear agreements that provide equal pay increases each year.

The negotiated improvements progressed in each quarter last year, the BLS data showed. First-year gains were 2.7 percent in the first quarter, 3.2 percent in second quarter, 3.5 percent in the third, and 4 percent in the fourth. For the full contract term the gains were 2.9 percent in the first quarter, 3.4 percent in the second, 3.6 percent in the third and 4 percent in the fourth.

In a separate report, BLS said employer compensation costs for all workers rose 4.8 percent in 1989, compared with increases of 4.9 percent in 1988 and 3.3 percent in 1987.

That data showed union pay and benefits rising 3.1 percent while gains of nonunion employees advanced 5.1 percent. The nonunion figure includes management and executive compensation, which increased 7.1 percent.

Despite the bigger percentage gain, nonunion workers still trail union workers in wage rates and benefits, Zalusky pointed out.

BLS data for the third quarter of 1989 put average union pay and benefits at $19.80 an hour, compared with $14.54 an hour for nonunion employees — a $5.26 advantage. In wages alone, union workers earned $12.85 an hour, compared with $10.74 for non-union — a $2.11 hour advantage.

Statistics at a Glance

Consumer Prices

	1986	1987	1988	1989
All Prices (CPI-W)	0.7%	4.5%	4.4%	4.5%
Food	3.8%	3.4	5.2%	5.6%
Housing (shelter)	4.7%	4.8%	4.4%	4.8%
Medical Care	7.6%	6.2%	7.0%	8.3%
Energy	-20.5%	8.8%	0.3%	5.2%

Workers' Earnings

	1988	1987	1988	1989
Real Average Weekly Earnings All Private Industry	-0.2%	-1.4%	-0.5%	-1.3%
Manufacturing	0.1%	-1.7%	-1.6%	-2.5%

National Economy

	1986	1987	1988	1989	4th Quarter* 1989
Real GNP Growth	2.7%	3.7%	4.4%	2.9%	0.5%

Home Construction

	1986	1987	1988	1989	4th Quarter* 1989
Housing starts (Millions of Units)	1.80	1.62	1.49	1.37	1.33

Foreign Trade

	1986	1987	1988	1989**
Trade Deficit (Billions)	$-166	$-152	$-118.5	$-111

* * Annual rate

** Projected from first eleven months

Rising consumer prices erode real wages

Inflation eroded workers' real earnings by 1.3 percent in 1989 as consumer prices jumped 4.5 percent, pushed primarily by steeper medical care, food and energy costs.

The Bureau of Labor Statistics reported that average weekly earnings advanced 3.2 percent between December 1988 and December 1989, with hourly pay gains averaging 4.1 percent offset by an overall 0.9 percent decrease in the workweek.

But when BLS adjusted the earnings for the 4.5-percent increase of the consumer price index for urban wage earners (CPI-W), the weekly buying power of the average production or nonsupervisory worker fell 1.3 percent.

Wage gains have not kept pace with price increases throughout the 1980s, the BLS data show. Despite a 51-percent rise in weekly earnings since December 1979, real earnings for the 10-year period are down 7.9 percent.

The deepest cuts in buying power last year resulted largely from an 8.3-percent increase in medical care costs and a 8.6-percent rise in miscellaneous goods and services, which include personal care, education expenses and tobacco products.

Food prices rose 5.5 percent last year after climbing 5.4 percent in 1988.

Energy costs increased 5.2 percent in 1989 after edging up only 0.3 percent the year before. The increases included a 14.9-percent boost in fuel oil and 6.5 percent in gasoline prices. Electricity and gas prices were up a moderate 2.5 percent.

Shelter costs, basically rent, increased 4.8 percent in 1989, compared with 4.4 percent in 1988. Clothing prices were up only 0.8 percent last year after rising 4.4 percent in 1988.

New car prices increased 2.4 percent while used car prices decreased 0.5 percent last year. Meanwhile, "other transportation services," which include auto financing and insurance charges, rose 5.5 percent — lower than the 7.9-percent rise in 1988.

AFL-CIO chief economist Rudy Oswald noted that last year's price increases tracked by CPI-W were approximately in line with increases in 1988 and 1987. He said large and sudden changes in food and energy prices heavily influenced comparisons with earlier years.

In a separate report, the Commerce Department said the nation's economy grew at an annual rate of only 0.5 percent in the fourth quarter of 1989, the slowest rise in the real gross national product since the 1.8 percent plunge in the second quarter of 1986.

For all of 1989, the economy grew at an annual rate of 2.9 percent, far off the 4.4-percent growth in the real GNP the year before.

Home construction continued to decline in 1989 as housing starts for the year totaled 1.37 million unions. Homebuilding has been on a steady slide since 1986.

On the upside, the government reported that durable goods orders increased 2.5 percent in December, following a revised 4.9-percent upturn in November.

Labor lawyer, statesman Arthur Goldberg is dead

Arthur J. Goldberg, the former secretary of labor and Supreme Court justice who rallied labor's struggle for justice in the nation's courts, is being mourned for his lifetime of service to workers and the country.

"Few people in history have served the country with greater dedication to the concerns of working men and women, and greater devotion to the public interest," AFL-CIO President Lane Kirkland and Secretary-Treasurer Thomas R. Donahue wrote in a message to Goldberg's family.

Goldberg, 81, was found dead in his Washington apartment Jan. 19. A longtime associate said he had been active on a human rights project until his death, which was attributed to coronary artery disease.

Goldberg was special counsel to the AFL-CIO when President Kennedy appointed him secretary of labor in 1961. Kennedy later nominated him to serve on the Supreme Court, a lifetime appointment that Goldberg resigned in 1965 to become U.S. representative to the United Nations at the behest of President Johnson.

Goldberg left the United Nations in 1968 and made one unsuccessful bid for public office, against New York Gov. Nelson Rockefeller in 1970, before returning to Washington to practice law.

Goldberg devoted much of his life to labor law, civil rights and civil liberties. He graduated at the head of his class from Northwestern University Law School and went into private practice in 1933 in Chicago.

Among his first clients was the Newspaper Guild, which was on strike against the Hearst newspaper in Chicago. The strike settlement led to a major organizing breakthrough for the Guild at newspapers in the Hearst chain. Later in the decade Goldberg also represented the Steel Workers Organizing Committee and the Chicago and Illinois bodies of the CIO.

In the late 1940s, he became general counsel of the CIO and played a key role in writing the constitution of the merged AFL- CIO. He then served as special counsel to the federation and general counsel to the Industrial Union Department. His other union clients included the Clothing Workers, Ladies' Garment Workers, Transport Workers and Packinghouse Workers.

Labor Secretary Arthur J. Goldberg is welcomed to the 1961 AFL-CIO convention by federation President George Meany.

Goldberg argued a number of labor cases before the Supreme Court and has been credited with bolstering the labor movement into a solid institutional force.

"The trade union movement had the extraordinary benefit of his advice and counsel on a wide range of matters affecting its health and well-being," Kirkland and Donahue said in their statement.

"Always in search of greater understanding and cooperation between labor and management, he never wavered from his faith in the collective bargaining process, which he sought to enhance at every stage of his career."

Newsmakers

Richard J. Walsh has been chosen the new president of the Illinois AFL-CIO. Walsh, who was secretary-treasurer of the state organization, replaces **Robert G. Gibson,** who retired in December. **Donald A. Johnson,** who had served as the legislative/COPE director, replaces Walsh as secretary-treasurer. The selections were made unanimously by the state executive board. Walsh, 46, is a member of the Teachers Local 4438.

Mike Klein and **Clarence Frost** have been named COPE region directors. Klein, who will direct activities in Illinois and Wisconsin in Region I, replaces Peter Pesole, who died last year. Frost will head Region V, which includes Alabama, Florida, Georgia, North Carolina and South Carolina. Klein and Frost both are moving to COPE from Organization and Field Services.

Barbara F. Warden has been appointed legislative director of the AFL-CIO Industrial Union Department. Warden previously served as assistant legislative director of the Ladies' Garment Workers, executive director of the National Consumer League, and chief of staff to Rep. Barbara Mikulski — before Mikulski's election to the Senate. Warden succeeds **David Mallino,** who has joined the law firm of Connerton, Ray and Simon as chief lobbyist.

Patrick J. Cleary is the newest member of the National Mediation Board. Cleary, 34, a former deputy assistant secretary of labor for policy who was sworn in during December, joins the other two members of the board — **Walter C. Wallace** and chairman **Joshua M. Javits** — in administering the Railway Labor Act.

Members of the Ladies' Garment Workers Locals 62-32 and 99 in New York sent undergarments and socks to displaced and homeless victims of the Oct. 17 San Francisco Bay area earthquake. Also, on behalf of the ILGWU, President **Jay Mazur** contributed $5,000 to the San Francisco Central Labor Council Earthquake Fund.

Broun award co-winner Miranda Ewell with the top entry.

AWARDS

Reporters **Miranda Ewell** and **David Schrieberg** won the Newspaper Guild's 1989 Heywood Broun Award for a three-part series in the San Jose (Calif.) Mercury News on the injustices faces by defendants and witnesses who have to depend on untrained, unethical and inept interpreters to speak for them in the courts. Ewell accepted the award — a $1,000 check and a citation to the newspaper — at a luncheon at the National Press Club in Washington. The work by Ewell and Schrieberg, members of the Guild's San Jose chapter, was selected over 135 other nominees, both Guild and non-Guild.

Frederick O'Neal, longtime president of the Associated Actors and Artistes of America, was feted with a gala retirement party at Sardi's Restaurant in New York. O'Neal, president of the AAAA for 18 years, also was a member of the AFL-CIO Executive Council from 1969 until his retirement in November. His 62-year career has included acting, directing and lecturing in the theater, motion pictures, radio and television.

Arthur E. Coia, general secretary-treasurer emeritus of the Laborers, received a glass sculpture to honor his 50 years of leadership, during a ceremonial dinner celebrating the 25th anniversary of the Connecticut District Council of LIUNA. The dinner, attended by more than 700 guests that included Gov. William O'Neill, heard Coia praise the council for its commitment to solidarity, and a congratulatory letter from President Bush.

DEATHS

Tilford E. Dudley, who had been on the CIO and AFL-CIO headquarters staffs from 1945 until his retirement in 1969, died of cancer Jan. 18 in Bellingham, Wash. He was 82.

Dudley earned a law degree from Harvard University and was associate general counsel of the Packinghouse Workers before he joined the CIO's Political Action Committee in 1945. He was assistant director of the CIO's PAC and held a similar post with AFL-CIO COPE after the 1955 merger. In 1958, Dudley became director of the federation's Speakers Bureau, a post he held for 11 years.

Dudley was active in civic and political affairs in Washington and was chairman of the District of Columbia Democratic Party in the late 1960s.

Dudley's wife Martha died in 1985. Surviors include a son and two daughters.

William G. Phillips, a Capitol Hill veteran and legislative expert, died of heart failure at his office on the Hill. He was 66.

Phillips was president and chairman of the board of the National Council for Industrial Defense, a union-backed, non-profit group that has sued the Defense Department for violations of the Buy American Act.

Phillips was legislative consultant since 1981 for the AFL-CIO Metal Trades Department and began his professional career in 1949 as a legislative analyst for the UAW.

Survivors include his wife, Margaret; two daughters, Patricia Crowl and Susan L. Phillips; and two stepsons, Mark McDermott and Sean McDermott.

Lawrence C. Sullivan, former executive secretary-treasurer of the Greater Boston Labor Council, died at the age of 78.

Sullivan, a graduate of Harvard University's Trade Union Program, worked as a machinist at the Boston Herald from 1928 to the early 1960s, and is a former president of IAM Lodge 264. He served on the labor council from 1962 until 1986, when he retired.

Survivors include a son, Lawrence; daughters, Frances and Christine; and two grandchildren.

Visiting independent trade unionists from the Soviet Union, guests of the AFL-CIO, wound up their month-long tour of the United States with a visit to Virginia Gov. Douglas Wilder. Del. Jackie Stump, a UMWA leader is seated to Wilder's right. The Soviet miners went home with gifts from the AFL-CIO, including computers, printers and telephone answering machines.

Unions reach out to Poland

Continued from Page 1

League of Independent Trade Unions.

Much of the assistance and union-to-union activity has been directed at Poland, where the federation's long-standing contacts with Walesa and other Solidarnosc leaders has cemented a strong relationship.

The UAW, for example, has been on the scene in Poland since 1977, when they contributed $10,000 to help Polish workers who were persecuted by the communist government for participating in ''food riots.''

In 1981, four Solidarity leaders visited UAW headquarters in Detroit, and UAW officials went to Poland in 1989 to tour auto and farm machinery plants. The next step, UAW officials say, is a plan to send health and safety training material.

AFSCME, which has contributed $10,000 every year since the Solidarnosc effort started in 1980, is now working with Solidarnosc on a public services system. As part of that plan, Secretary-Treasurer Bill Lucy will travel to Poland.

AFSCME also is exploring the use of the $1.2 million Wurf Endowment Fund at Harvard to create a government resource center to help the newly formed Eastern European governments.

The Newspaper Guild helped to support the Polish Journalists Association (PJA) during their underground struggles, and recently sent appeals to its locals to raise $6,500 for PJA.

The Service Employees, in cooperation with several organizations, this month sent 50 tons of badly needed infant formula and medicine to Poland through their union-to-union program established last summer.

After SEIU President John Sweeney led a delegation to Poland, meeting with Solidarnosc health-care representatives and Polish pediatricians, the Service Employees agreed to help the health-care unions improve their services. SEIU has also provided stethescopes, training manuals for shop stewards and other educational materials.

The Steelworkers, who have been at the forefront in the development of Employee Stock Ownership Plans (ESOPS), have met and offered their expertise to top economic advisors to Solidarnosc. The USWA also plans union-to-union programs on safety and health and local union organizing.

Solidarnosc officials toured steel mills in Chicago and Canada during Walesa's visit last November.

Federation adopts terms for Social Security tax cut

Continued from Page 1

programs,'' the statement continued. ''Clearly, if Gramm Rudman-Hollings is not repealed, as it should be, then it must once again be adjusted to lengthen the time period over which deficit reduction would occur. We endorse the thrust of the previous Moynihan-Heinz legislation, which seeks to accomplish those objectives.''

The Social Security tax cuts under the Moynihan plan are estimated at $55 billion in 1991. Under the current Gramm-Rudman deficit restrictions, automatic across-the-board cuts go into effect when the annual deficit is $64 billion.

Moynihan said the loss of federal revenues could be as much as $17 billion less than the $55 billion figure, depending on employment rates and potential stimulation of the economy from both employees and employers getting the reductions in Social Security tax rates.

Historically, the Social Security trust has been on a ''pay-as-you-go basis,'' but was changed to ''reserve funding'' following the recommendations of the 1983 commission.

Ball said a return to pay-as-you-go, as in the Moynihan plan, is perfectly valid. But he shared the AFL-CIO concern that the pension and disability segment of the trust fund be maintained as a ''contingency'' reserve.

The AFL-CIO's target of a 125 percent to 150 percent of a year's benefit payments would be reached somewhere between 1993 and 1995, Ball estimated.

Ball said the value of the Moynihan proposal was to expose the hyprocrisy of the Reagan-Bush years. Members of the committee noted the continuing hypocrisy in a budget plan that includes a capital gains tax break for the rich and under handed dealing with Social Security.

The Bush plan for Social Security is ''nothing more than a smoke and mirrors process to hide the real federal budget deficit by continuing the charade of treating Social Security as part of the unified budget,'' the AFL-CIO said.

OCAW rejects oil industry offer

Denver

The Oil, Chemical and Atomic Workers rejected the oil industry's latest contract offer and said the companies failed to address several of the union's key bargaining issues. Selective strikes may be used if no progress is made, OCAW said.

Forty oil companies are involved in bargaining some 300 new agreements covering about 40,000 OCAW members.

Bargaining in the industry occurs on two levels. The union's national policy committee meets with oil company leaders to bargain a contract that is acceptable as a ''pattern'' for the industry, while local issues are covered at the plant level.

Amoco, which is taking the lead in talks this year, put forth the offer rejected by the policy committee, the union said. The offer contained increases in wages and medical premium payments far below the $1.25-a-hour raise and 90 percent coverage on health insurance premiums sought by OCAW.

OCAW also is seeking sickness and accident benefits equal to the worker's full pay, a $1 million payment to survivors in occupational deaths.

Contracts are being extended on a 24-hour ''rolling basis.'' OCAW Vice President Robert Wages said selective strikes may be used on a company-wide basis, but none have been set and no individual company has been targeted.

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INSIDE

1 ***Protections sought on Social Security***

The AFL-CIO supports returning Social Security to a ''pay-as-you-go'' system only if protections be added to ensure retiree benefits and prevent massive cuts in federal programs.

2 ***ILA ratifies accord at Baltimore port***

A three-day lockout of clerks and dock workers in Baltimore ends with overwhelming approval of a new agreement by members of five ILA locals.

3 ***Clean air is tied to job safeguards***

With Congress gearing up to overhaul clean air legislation, the AFL-CIO is pressing for a program that couples environmental concerns with employment needs and economic growth.

4 ***Stronger rule urged on confined spaces***

OSHA's proposed regulation covering workers who must enter confined spaces is badly flawed, union witnesses tell an OSHA panel at a regional hearing.

6 ***'89 settlements boost paychecks 4 percent***

Workers covered by contracts negotiated last year saw an average 4-percent jump in their paychecks, BLS reports. Meanwhile, the union advantage over nonunion workers was $5.26 an hour.

7 ***Arthur Goldberg dies; champion of labor***

Arthur J. Goldberg, the former Supreme Court justice and secretary of labor, dies after a lifetime in pursuit of justice for working men and women.

UNION YES

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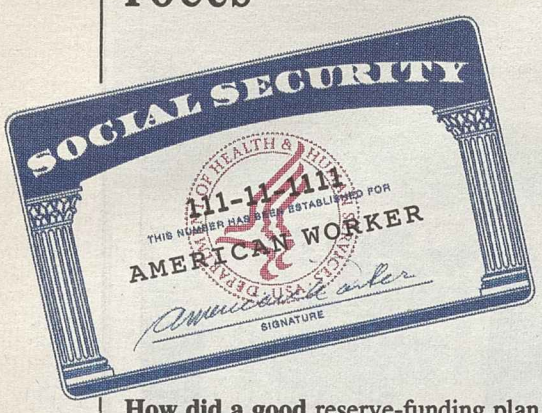


How did a good reserve-funding plan get sidetracked, and what can be done about it? Pages 6-7.

Concerted effort helps AFM get recording pacts

By Arlee C. Green

Tough bargaining, coupled with a worldwide show of solidarity on behalf of the Musicians and their free live charity concerts, helped the AFM win a tentative three-year contract with a dozen major recording studios.

The tentative accord, besides preserving the free concert and another union fund at existing levels, raises wages and resolves to jointly lobby for stronger copyright laws.

The industry's initial demand to eliminate the Musicians Performance Trust Funds and the Special Payments Fund had set the stage for a potential strike. The AFL-CIO Department for Professional Employees had alerted state and local central bodies to the situation and the federation's Special Projects Coordinating Committee geared up for a full-fledged battle in support of the AFM.

Further, the Geneva-based International Secretariat of Entertainment Trade Unions, an autonomous arm of the International Federation of Commercial, Clerical, Professional and Technical Employees, assisted by issuing a bulletin to more than 100 affiliates on the Musicians' pending battle.

The international activities were pivotal to the show of support for the Musicians, since foreign corporations now own such major recording companies as Capitol, CBS, RCA and Polygram.

The Musicians also enlisted the support of 3,000 organizations that have cosponsored the free performances, which numbered nearly 35,000 in the United States and Canada last year.

The other cutback target, the special payments fund, provides royalties to

Continued on Page 8

AFL-CIO President Lane Kirkland tells the Senate Budget Committee that a labor-management-government partnership is needed to reform the nation's health-care system. Accompanying Kirkland are AFL-CIO Employee Benefits Director Karen Ignagni and Legislative Director Robert McGlotten.

Kirkland: Health costs cripple nation

Contract disputes show workers, employers need federal help

By Candice Johnson

Soaring health care costs, which threaten the physical and economic well-being of millions of working Americans, have become a major obstacle in resolving contract disputes, AFL-CIO President Lane Kirkland told the Senate Budget Committee.

He pressed Congress to move health care to the top of its legislative agenda by adopting a comprehensive program of national health care reform that addresses the key concerns of cost, quality and access.

In 1989, escalating health care costs prompted strikes by the Mine Workers at Pittston Coal Group Inc., and the Communications Workers and Electrical Workers at NYNEX, he noted.

In contract talks in the apparel and textile industry this year, rising health costs are the key bargaining issue for workers earning hourly wages of around $6, ''who simply cannot afford to pay hundreds and perhaps thousands of dollars a year to cover their health costs,'' Kirkland said.

With costs increasing by 18 to 30 percent a year, even basic health care is moving well beyond the reach of a growing number of workers and their families, he said.

''Employers who still provide health coverage are now looking to shift a greater share of the costs to workers through higher deductibles, co-insurance and premium-sharing,'' Kirkland testified.

Kirkland said the AFL-CIO is campaigning for a health-care reform plan that combines efforts by federal and state governments, in partnership with the private sector, to guarantee basic health care protections for all Americans while at the same time holding down costs.

''Our new national policy must rec-

Continued on Page 12

Study: 1 million apparel jobs at risk with U.S. policies

By Gene Zack

The jobs of a million U.S. textile and apparel workers are in danger of being wiped out in the next decade unless the government abandons trade and industrial policies that encourage and subsidize foreign apparel imports, the Economic Policy Institute warned.

The vast majority of those whose jobs are in jeopardy are women, minorities and immigrants, the institute said. Women make up 75 percent of the industry's workforce. Black and Hispanic men and women hold 36 percent of the jobs, and the proportion of Asian and Hispanic immigrants employed by the industry is rising sharply.

''These largely poorly educated workers — many facing either the difficulty of dealing with language problems or the limited job opportunities of one-industry rural towns — are the least able to adjust to dislocations caused by import competition,'' the institute emphasized.

EPI cited a recent report of the Congressional Office of Technology Assessment predicting that if trends continue at the pace of the past decade, ''domestic sales of U.S. apparel firms would approach zero by the year 2000.''

A wide-ranging study prepared for the institute by Richard Rothstein, a research fellow at the Center for U.S.-Mexican Studies at the University of California, charged the government with having ''given away'' large portions of the U.S. apparel market ''in pursuit of military or diplomatic goals.''

Despite a series of international agreements to control the growth of apparel imports, the study reports the U.S. has been ''uniquely reluctant'' to enforce these agreements. The result has been a surge of apparel imports from developing nations at rates many times those prescribed by the Multi-Fiber Arrangement and its predecessor treaties.

Rothstein pointed out that the U.S. government and international lending institutions pressured the Mexican government to slash the wages of that country's apparel workers by 50 percent during the past seven years as part of a plan for Mexico to repay loans from American banks. Similar burdens

Continued on Page 9

OCAW pattern settlement extended to 28,000 workers

All major oil companies included in first-time 3-year agreement

Denver

The Oil, Chemical and Atomic Workers have new contracts with all the major oil companies covering 28,000 workers, based on a pattern settlement reached Feb. 1 with Amoco Corp.

OCAW is bargaining for 40,000 members to replace agreements that were to expire Jan. 31, but were extended on a 24-hour "rolling basis," in which either side could end the contracts by giving one-day's notice.

The union's National Oil Bargaining Policy Committee accepted the offer made by Amoco at two facilities in Texas City, Tex., and at facilities in Casper, Wyo., and Yorktown, Va., after rejecting the company's initial proposal. The pattern contract is for three years, marking the first time the union has departed from a two-year term.

Under the national pattern, wages increased 80 cents an hour, retroactive to Feb. 1, with a 5-percent increase in the second year and 4.5 percent the final year. The average hourly pay under the previous contract was $15.18. The new accord boosts that amount by $2.36 an hour over the contract's term, or 15.5 percent, the union said.

Agreements were reached with Amoco, Conoco, BP, Arco, Shell, Mobil, Unocal and Chevron, the union said. Bargaining on local issues was being carried out at about 330 locations, and the union reported one strike — at the Rouseville, Pa., refinery of Pennzoil Co. The national pattern sets terms for detailed local bargaining on wages, benefits and working conditions.

The pattern contains a $250,000 benefit for the families of workers killed on the job. Further, injury and illness coverage was extended to new workers, eliminating the service period required under the old contracts.

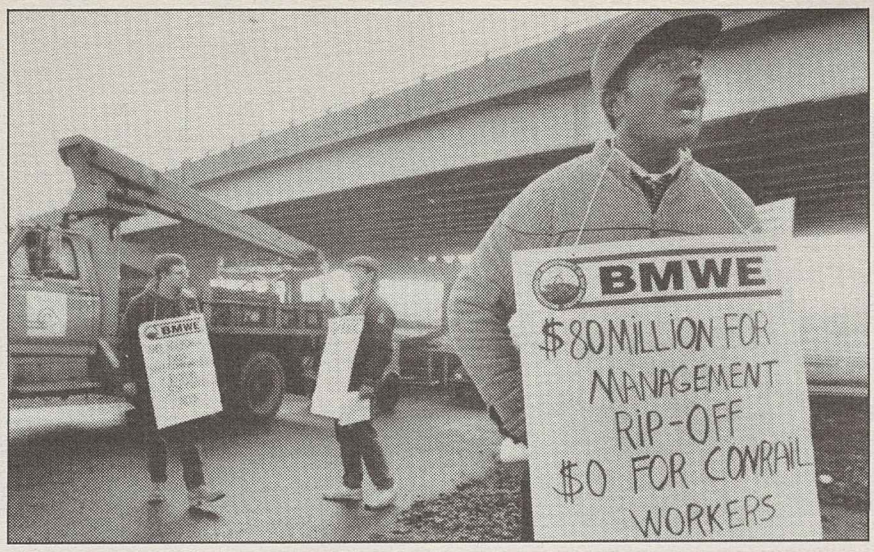
Coverage now will include occupational illnesses along with injuries for 26 weeks at full-time pay and 26 weeks at half-pay, OCAW said. The union had sought full pay for occupational victims for the duration of their disability.

Oil company payments for health care premiums will be increased by $55 a month the first year, $45 a month in the second year and $50 a month in the final year. OCAW had sought 90-percent premium coverage from the companies, stressing that many workers were paying substantial sums for family health insurance.

The oil companies agreed to provide training to marketing and transportation employees who must take a Department of Transportation driver's license test, OCAW said.

Amoco, in taking the lead in the industry's bargaining, did not agree to the union's proposals that it join the union in lobbying for national health care program and that a new position be created to monitor the environment in and around the oil facilities.

OCAW Vice President Robert Wages, coordinator for the union's bargaining policy committee, said the union is "extremely disappointed at the industry's failure to address our proposal on environmental monitoring. It would have benefited them tremendously."



Herman Johnson, president of Maintenance of Way Employees Local 3063, leads informational picketing at South Philadelphia railyard to protest Conrail's $80-million early retirement buyout offered to 450 managers, while the carrier cries poor in bargaining with rail unions.

S. Carolina Mack workers win UAW parity under pact

Winnsboro, S.C.

UAW workers ratified a 34-month first agreement with Mack Trucks Inc. that will lift the 900 workers here to parity with UAW members at other Mack plants. The union projected the accord would boost pay checks by as much as $5.82 an hour within two years, for a gain of more than $35,000 a worker over the contract term.

While the gains "are enormous," UAW Secretary-Treasurer Bill Casstevens and Region 8 Director George Smith said in a letter to members, they must be "taken in the context that a fair day's pay for a fair day's work now simply means the same thing in the South Carolina facility as those in Pennsylvania, Maryland and New Jersey."

The plant, opened by Mack in August 1987, was organized by the UAW last April. Nearly one-third of the workforce transferred here from other formerly unionized plants.

Under the agreement, approved by 82 percent of the workers, hourly wages were increased between $2.94 and $3.39, retroactive to Jan. 1, 1990, depending on job classification. A $1,000 settlement bonus will be paid on March 2 and three parity adjustments will be made — the first is 22 cents an hour on July 1, 1990, the remaining two will be $1.15 an hour made on Jan. 1, 1991 and Jan. 1, 1992.

Improvements in health care coverage include elimination of deductibles and co-payments, improvements in dental coverage, reduced prescription drug co-payments, and the addition of long-term disability, vision and hearing care coverage.

Miners to get Pittston pact despite legal sticking point

By Candice Johnson

Striking miners will vote Feb. 19 on the tentative settlement reached by the Mine Workers and Pittston Coal Group Inc., rather than wait for resolution on the $64 million in fines levied against the union by a Virginia county judge.

Details of the agreement were outlined to UMWA members at membership meetings in Virginia, West Virginia and Kentucky.

The UMWA had delayed presenting the contract proposal to the miners for a vote, pending resolution of all legal action — including federal fines levied in Virginia and West Virginia and charges before the National Labor Relations Board.

With those issues resolved, the fines imposed by Russell County, Va., Circuit Court Judge Donald McGlothlin appear to be the final sticking point.

But UMWA President Richard Trumka said the union would not further postpone the ratification vote, declaring "the wheels of justice are turning slowly in certain courts and our members at Pittston have waited long enough."

The UMWA had hoped the courts would recognize that the interests of all parties would be served "by an expedited process which would heal the wounds caused by our dispute and get our members back on the job as quickly as possible," Trumka said.

Now, the UMWA "will continue to defend the interests of our members and the organization in the courts, but will no longer defer the ratification vote," he added.

The NLRB announced Feb. 9 that unfair labor practice charges by both the UMWA and Pittston would be dropped, under a settlement agreed to by the Mine Workers.

The NLRB also supported the union's petition to dismiss $3.5 million in federal fines imposed against the union in West Virginia. On Feb. 12, federal fines in Virginia were reduced from $960,000 to $280,000.

But McGlothlin rejected the Mine Workers offer to perform community service as an alternative to the fines in his court and directed the union to submit another proposal within ten days.

McGlothlin is the son of Donald McGlothlin Sr., a longtime member of the Virginia House of Delegates who was defeated in his re-election bid last year in a write-in campaign by UMWA District 28 President Jackie Stump.

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LEGISLATION

Civil Rights bills aimed at restoring protections

By Gene Zack and Mike Hall

A bipartisan coalition has introduced legislation in the House and Senate that would overturn a series of Supreme Court decisions eroding job discrimination laws and effectively closing the legal avenues to redress on-the-job bias.

The Civil Rights Act of 1990, which has the strong support of the AFL-CIO, would beef up several provisions of the 1964 Civil Rights Act and restore protections embedded in an 1866 law that the high court last June held did not apply to on-the-job discrimination.

The legislation is aimed at reversing a series of 5-4 decisions by the court's conservative majority. It would:

- Strengthen federal protection against racial harassment on the job and racially biased dismissals.
- Shift back to employers the burden of proving a "business necessity" that justified establishing job requirements that screen out minorities or women.
- Sharply limit lawsuits that challenge court-approved consent decrees establishing affirmative action programs.
- Make clear that it is always illegal for an employer to use race, ethnicity, gender or religion as a motivating factor in employment decisions.

Sen. Edward M. Kennedy (D-Mass.), one of the principal sponsors of the legislation, said that in handing down its rulings last year, the Supreme Court made "an abrupt and unfortunate departure from its historic vigilance in protecting civil rights."

Joining Kennedy in introducing the legislation was Sen. James M. Jeffords (R-Vt.). Chief sponsors on the House side are Reps. Augustus F. Hawkins (D-Calif.) and Hamilton Fish Jr. (R-N.Y.).

Hundreds of employment discrimination cases have been derailed since the court ruled last year in Patterson vs. McLean Credit Union that the 1866 Civil Rights Law covers racial discrimination in hiring but not on the job.

In Wards Cove Packing vs. Atonio, the court shifted to employees the burden of proving that a job requirement, justified as a "business necessity," was in fact a discriminatory practice.

And in Martin vs. Wilks, the court said those who were not a party to an earlier consent decree between the city and a group of black firefighters could challenge the affirmative action program.

The Civil Rights Act of 1990 marks the second time in two years that Congress has taken up the challenge of reversing Supreme Court decisions in the civil rights field.

In 1988, the court ruled that a university guilty of racial bias in one program could still receive federal funds for other programs, prompting Congress to pass the Civil Rights Restoration Act to prohibit federal funding to institutions engaged in discriminatory practices anywhere. The measure was enacted over President Reagan's veto.

The Bush administration also reacted negatively to the new proposal, which has widespread support among civil rights groups, women's organizations and religious institutions.

The White House indicated it would introduce its own legislation, seeking only to expand the 1866 law to cover racial harassment on the job and racially biased dismissal.

Civil rights advocates said such a limited approach would be insufficient to restore the employment and affirmative action safeguards that were stripped away by the Supreme Court's 1989 decisions.

Sen. Edward M. Kennedy is surrounded by a bipartisan group of congressional supporters of the Civil Rights Act of 1990.

House passes bill to expand access to voter registration

Similar 'motor-voter' bill awaits Senate

The House passed legislation designed to boost voter registration in the United States, where fewer voters turn out for national elections than in any democracy in the world.

The National Voter Registration Act, passed 289-132 in the House, would allow voters to register at the same time they apply for driver's licenses. They also could register by mail or at any government agency. The bill, introduced by Rep. Al Swift (D-Wash.), was backed by a wide coalition of groups that included the AFL-CIO.

A vote on the bill was delayed because of objections by the Bush administration and some House Republicans about the expense of the legislation and the potential for fraud. The measure passed despite continued opposition by the White House and Minority Leader Bob Michel (R-Ill.), as 61 Republicans joined the 228 Democrats in approving it.

The federation is hopeful that the bipartisan response in the House vote will carry over to the Senate, where a similar bill awaits action.

Backers of the bill pointed out that only 50 percent of eligible voters went to the polls in the 1988 presidential election, the worst turnout in 64 years. Americans have voted at a steadily declining rate for the past 20 years.

Studies show that most registered voters cast ballots, but that only 61 percent of eligible voters are registered, largely because of the myriad of state regulations. The legislation would set nationwide standards starting in 1993, with the expectation that states would follow suit, significantly increasing the number of registered voters.

The legislation would set three methods to register:

MOTOR VOTER — Each application for a state's driver's license, as well as a non-driver ID, would be considered an application for voter registration. Ninety percent of adults in this country are estimated to have a license or non-driver ID. The change-of-address application also would be considered an application for voter registration.

AGENCY — The bill would require government agencies to actively provide for voter registration, which would assist lower-income people. Only 60 percent of those with incomes of less than $10,000 a year have drivers licenses. Affected agencies would include public assistance, unemployment offices, public libraries, city and county clerks' offices, fishing and hunting license bureaus, government revenue offices and post offices.

MAIL — Citizens would be allowed to register by mail. The forms would require the applicant's signature and would specify voter eligibility requirements.

In addition, the House bill would require registration for federal elections to be open until at least 30 days before the election, and require verification of registration once every four years. The measure also contains stiffer voter fraud penalties than those in most states.

Capitol Digest

A bill that sets new rules and limits on contracting out government jobs to the private sector will be introduced in the House by Rep. John Conyers (D-Mich.), a development cheered by AFGE President John Sturdivant.

The current contracting-out system is "used by private sector profiteers to rake in taxpayer dollars to fatten their bottom line — even when those dollars go far beyond their original bid," Sturdivant said.

Conyers, chairman of the House Government Operations Committee, noted that the Office of Management and Budget now is reviewing more than 300,000 jobs for possible contracting to private companies.

The bill, expected to be introduced when Congress returns from its recess Feb. 20, will cover all executive branch agencies and departments and the U.S. Postal Service.

In other news:

SCABS — The AFL-CIO is backing a bill that would make it illegal for an employer to offer permanent employment or job preference to scabs for working during a strike. The bill, H.R. 3936, introduced by Rep. William Clay (D-Mo.), would protect the job rights of union members during labor disputes.

LITERACY — The Senate passed the National Literacy Act by a 99-0 vote Feb. 6. "The AFL-CIO recognizes that as our economy and society become more complex, so do our literacy requirements," said federation Legislative Director Robert M. McGlotten in a letter to all senators. The measure now goes to the House.

DOUBLE HULLS — By a 376-37 vote, the House approved a motion sending to conference H.R. 1465, which requires double hulls or bottoms on all new and existing tank ships. Backers of the bill, including the AFL-CIO, believe that such devices could help prevent oil spills such as the recent accident off California and last year's Valdez, Alaska disaster.

FEDERAL PAY REFORM — The AFGE threw its support behind a bill to reform federal pay with a new mechanism to adjust salaries by locality. H.R. 3979 was introduced by Rep. Gary Ackerman (D-N.Y.).

TRADE — The AFL-CIO, ILGWU and ACTWU, in testimony before the Senate Committee on Finance, said that provisions to extend the Caribbean Basin Initiative and expand the scope of duty free imports from those countries is bad economic policy that harms American workers while doing little good for workers in Caribbean countries.

EASTERN BILL — The vote override President Bush's veto of the Eastern Airlines bill (H.R. 1231) has been delayed until the week of March 5, The AFL-CIO strongly supports an override.

To contact a member of Congress, write to: The Honorable (Senator or Representative's name), United States Senate (or House of Representatives), Washington, D.C. 20510 (Senate) or 20515 (House).

Unions press for safeguards, limits on drug testing

By Candice Johnson

While drug-testing programs for federal workers and those in regulated industries are being pressed by government agencies, unions continue to seek safeguards for workers through legal challenges and collective bargaining.

The Government Employees has petitioned the U.S. Supreme Court to review the constitutionality of a lower court decision that permits random drug testing of Transportation Department employees.

The union is charging that federal appeals courts have misinterpreted and broadened two earlier Supreme Court rulings — Railway Labor Executives Association vs. Skinner and National Treasury Employees Union vs. von Raab — which upheld drug testing provisions under some circumstances.

"The judgment as to whether the Constitution permits widespread, suspicionless, unannounced searches of the kind at issue here is one that should be rendered after this court has squarely confronted that question and not on the basis of a lower court's intuition on how far the Skinner and von Raab opinions are to be extended," the AFGE brief stressed.

Nothing in the Supreme Court decisions confront "the sensitive and difficult legal issues" involved in drug testing, the petition continued. "This society's commitment to each individual's human dignity demands no less and — as we will show in the full briefing of this case — in fact demands far more," it said.

Stressing that the union shares the nation's desire for a drug-free workplace, AFGE President John Sturdivant insisted that it "should not be achieved through the wholesale deprivation of federal employees' constitutional rights as a result of such highly invasive and demeaning drug testing programs."

Under an executive order established by President Reagan in 1986, more than 345,000 federal workers became subject to random drug tests. The Transportation Department's testing program would cover 30,000 federal workers.

In other developments:

- In a suit brought by the Amalgamated Transit Union, a unanimous federal appeals panel threw out drug-testing regulations issued by the Urban Mass Transportation Administration that tied federal mass transit funding to full-scale, random drug testing.

The court ruled that local authorities, not the federal government, had responsibility to resolving "local manifestations of a safety problem."

Applauding the decision, ATU President James LaSala branded the federal agency's testing program "overkill," noting that "local unions and mass transit employers are well-suited to reach decisions on drug testing and employee assistance programs."

- AFGE won a round against mandatory testing last month as a federal district court delayed implementation of the Navy's drug testing program until the union's request for a preliminary injunction to halt the program is resolved.
- A legal challenge to random testing brought by the unaffiliated Treasury Employees Union and National Federation of Federal Employees was rejected by a federal appeals court.

The court ruled that some aspects of individual agency drug testing plans were constitutional, rejecting the unions' claim that the 1986 executive order was invalid. The court advised the unions to challenge individual agencies that have begun implementing the order, the strategy AFGE has been pursuing.

UAW maps legislative plan for '90

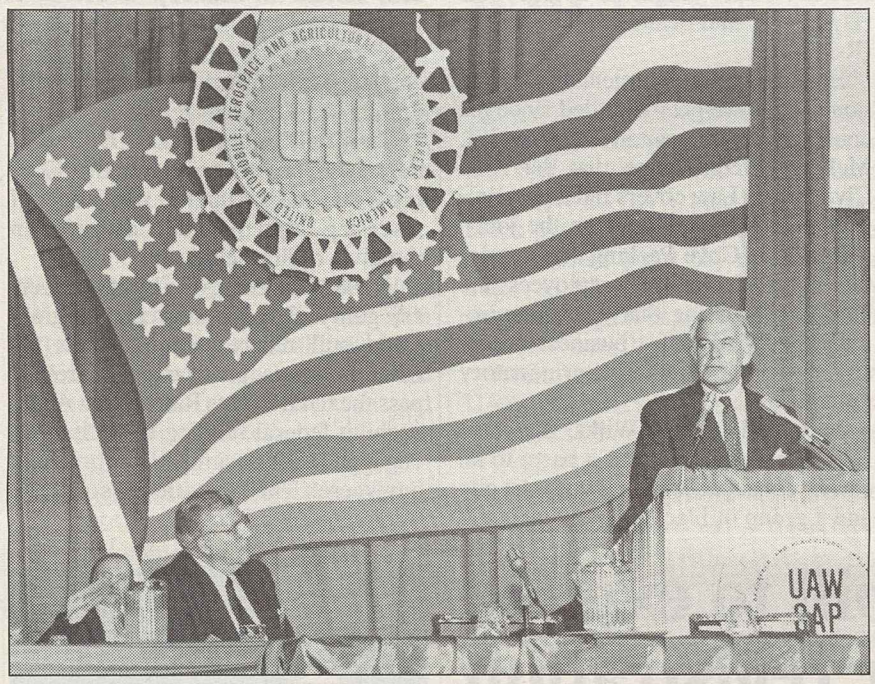
Health care reform, Clean Air Act revisions and the 1990 elections were among the legislative and political priorities discussed by union leaders during the UAW's Community Action Program conference in Washington.

UAW President Owen Bieber, in his opening address, said organized labor is "ready to lead the fight for democratic renewal" in the United States. American workers want the same thing as their East European counterparts, he said, "a government that is accountable to us and that will finally begin to address this nation's real needs."

Bieber pointed to recent public opinion polls that show Americans wanting legislative action on the economy, education, homelessness, fair tax policy and broader environmental concerns. These goals mirror "what we as organized workers want and have consistently identified as urgent national business," he added.

Bieber spelled out other labor and UAW priorities, including reasonable clean air and fuel economy laws, health care reform, economic conversion of unneeded defense plants, full bargaining rights for public workers and full civil rights for every worker.

In the auto industry, Bieber reiterated the union's call for "an intelligent, responsible auto trade policy" similar to one to be adopted by the combined European community in 1992.



UAW President Owen Bieber, left, listens as House Speaker Tom Foley addresses the Community Action Program conference.

"Because our government has not done its job, thousands and thousands of UAW jobs at the Big Three and supplier companies are at risk as the decade opens," he said.

Sen. Carl Levin outlined his proposal to limit emission standards, which is now being considered under revisions to the Clean Air Act. The existing provisions of the bill — setting rigid tailpipe emission and carbon dioxide standards — amount to "a pink slip for American workers," he said.

The 1,000 union activists also heard from House Speaker Tom Foley, Democratic Sens. Paul Simon (Ill.) and Tom Harkin, (Iowa); House Majority Leader Richard Gephardt (D-Mo.); Reps. David Nagle (D-Iowa), Charles Rangel (D-N.Y.), Nancy Pelosi (D-Calif.), and Marcy Kaptur (D-Ohio), and Democratic Party chairman Ron Brown.

Other items on the UAW's legislative agenda include child care, family and medical leave, and prohibitions against the hiring of scabs as permanent replacements for striking workers.

Afternoons were spent in workshop sessions and on Capitol Hill, where delegates pressed their representatives to override President Bush's veto of legislation that would help resolve the Eastern Airlines dispute.

Daily News unions facing hostile talks

New York

The Daily News, the nation's largest metropolitan daily newspaper, fired the opening barrage in contract talks with 10 unions representing 3,000 of its employees.

The newspaper again is demanding cuts in wages, manning, vacations, pension and welfare contributions, as well as the elimination of job security language. Current agreements expire March 30.

"They have declared war on the working people of the Daily News, and they seem to be willing to kill this newspaper to win," said George McDonald, president of the city's Allied Printing Trades Council.

The unions agreed to $30 million in givebacks in 1987, in return for a promise that the owners, the Chicago-based Tribune Co., would invest in new color printing presses, which experts agree is vital to the paper's future. But the company has yet to order the new presses, which could take two years to build.

McDonald pointed out that the New York Times recently agreed to a six-year contract with its unions, and is investing in a state-of-the-art printing plant in Edison, N.J.

"They're making none of the demands being made by the News — and they're making the kinds of profits the News says are impossible in a unionized workplace," McDonald said.

The News has hired two union-busting law firms, one of which helped the Tribune break two unions at its flagship paper, the Chicago Tribune. Its anti-union stance is being pushed by public relations man John Scanlon, who helped sell Frank Lorenzo's views to the public in the current Eastern Airlines strike, the unions said.

The Tribune Co., following its game plan in Chicago, has set up a scab newspaper site in Secaucus, N.J., in case of a strike, training supervisory and non-union employees in press operations, adding fences and security guards, and changing the locks in the plant, the unions said.

McDonald said that union members increasingly are being threatened and harassed at work, and "the Daily News has been bringing in strike-breaking goons from Chicago and putting them up in hotels in New Jersey."

Layoffs bode ill for industry, UAW says

The UAW issued a stern warning to Chrysler Corp. after the automaker announced its decision to close two production plants for indefinite periods, affecting the jobs of 5,400 members.

"The constant vulnerability that workers live with under our system of management has to change, or this industry will fail to meet the challenges ahead," said UAW President Owen Bieber in a statement issued along with Vice President Stan Marshall and Region 5 Director Ray Wyse.

The company closed its Jefferson Avenue plant in Detroit on Feb. 2, indefinitely laying off 1,700 UAW members involved in the assembly of the Dodge Omni and Plymouth Horizon subcompacts, which have declined in sales.

Chrysler said it will recall the workers in late 1991 to build a new line of Jeep vehicles when a new plant is completed on property adjacent to the existing plant. Contract language permits layoffs in the wake of slow sales.

On Feb. 1, the company announced its decision to close its St. Louis No. 1 assembly plant on Sept. 21, at the end of the contract. The plant, which assembles the Chrysler LeBaron and Dodge Daytona, employs 3,700 UAW members.

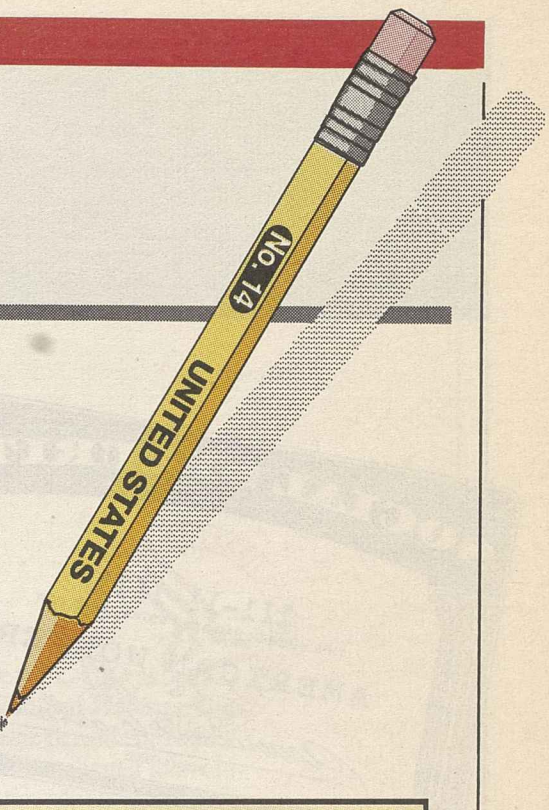
Bieber said that while "everyone understands this is a tough market, we don't understand or accept the management philosophy that routinely makes workers the sacrificial victims of difficulties in the market.

"Workers and their unions don't design the cars or develop the marketing plans," Bieber continued. "Senior management calls these shots, but when they miscalculate or screw up, they all stay in place while the workers are told to hit the street."

Bieber also blasted the federal government's inaction in stemming the crush of imports, which he said amounted to a "standing invitation to the Japanese from Republican administrations to come on in and devour this vehicle market."

EDUCATION

Shortchanging students



U.S. spending lags for formative years

By Candice Johnson

A new study of education spending in 16 industrial countries finds the United States far from the head of the class.

"Shortchanging Education: How U.S. Spending on Grades K-12 Lags Behind Other Industrial Nations," by the Economic Policy Institute, compares the education investment of industrial countries in 1985 and ranks the United States 14th in the proportion of funds spent on primary and secondary education.

The analysis, based on data collected by the United Nations Educational, Scientific and Cultural Organization (UNESCO), refutes Bush administration claims that the United States leads the world in education spending and, thus, does not need new funding initiatives.

President Bush, in opposing increased federal spending on education, has stated that the United States "lavishes unsurpassed resources on schooling," a claim based on statistics that include postsecondary spending from both public and private sources, the EPI study points out.

Total education expenditures — including private grants and endowments for higher education — puts the United States, with its higher population of postsecondary school students, in a three-way tie for second place with Canada and the Netherlands, behind first-place Sweden.

However, that advantage disappears when only public expenditures are examined, the study shows. In total public education spending, the United States still ranks only 14th among the industrial countries.

It is student performance and achievement from kindergarten through grade 12 that are "the main focus of concern about American education," the EPI study argues. "Virtually all of the recent reports and commissions on U.S. educational deficiencies have identified education in grades K through 12 as the part of the system which needs improvement."

In those critical years, the United Staes lags far behind, falling to 14th place among the 16 nations after adjustment for differences in enrollment rates. Only Australia and Ireland spend less, the EPI found.

Teachers President Albert Shanker said the study should "button the lips of those who claim education is adequately funded." The EPI study showed that the United States is "not making an effort comparable to most industrialized countries" in education funding and "we should stop implying that we are," Shanker said.

"The United States can give its public schools more," he insisted, adding "if our children and our nation are truly at risk, we should be doing so."

The comparison found United States spending 4.1 percent of its national income on K-12 education in 1985, while the average abroad was 4.6 percent.

Leading the world in education investment was Sweden, at 7 percent. Major U.S. competitors — including Japan at 4.8 percent and Germany at 4.6 percent — all spent at or above the average expenditure mark.

For the United States to match that spending level, education funding would need to be increased by more than $20 billion, EPI said.

"We need to look at where the education dollars are going," Shanker said. "We must recognize that there are items and programs that deserve support — equity programs like Head Start and Chapter I, teachers salaries, upgrading the physical structures of our schools so that they are safe for students and teachers, and research and development in education. Until we do these things, we have not given our best to our children."

Authors Edith Rasell and Lawrence Mishel agreed that money alone cannot guarantee academic performance and cited several areas — including "changes in curriculum and the status of teachers" — that are key elements in improving education quality and student achievement.

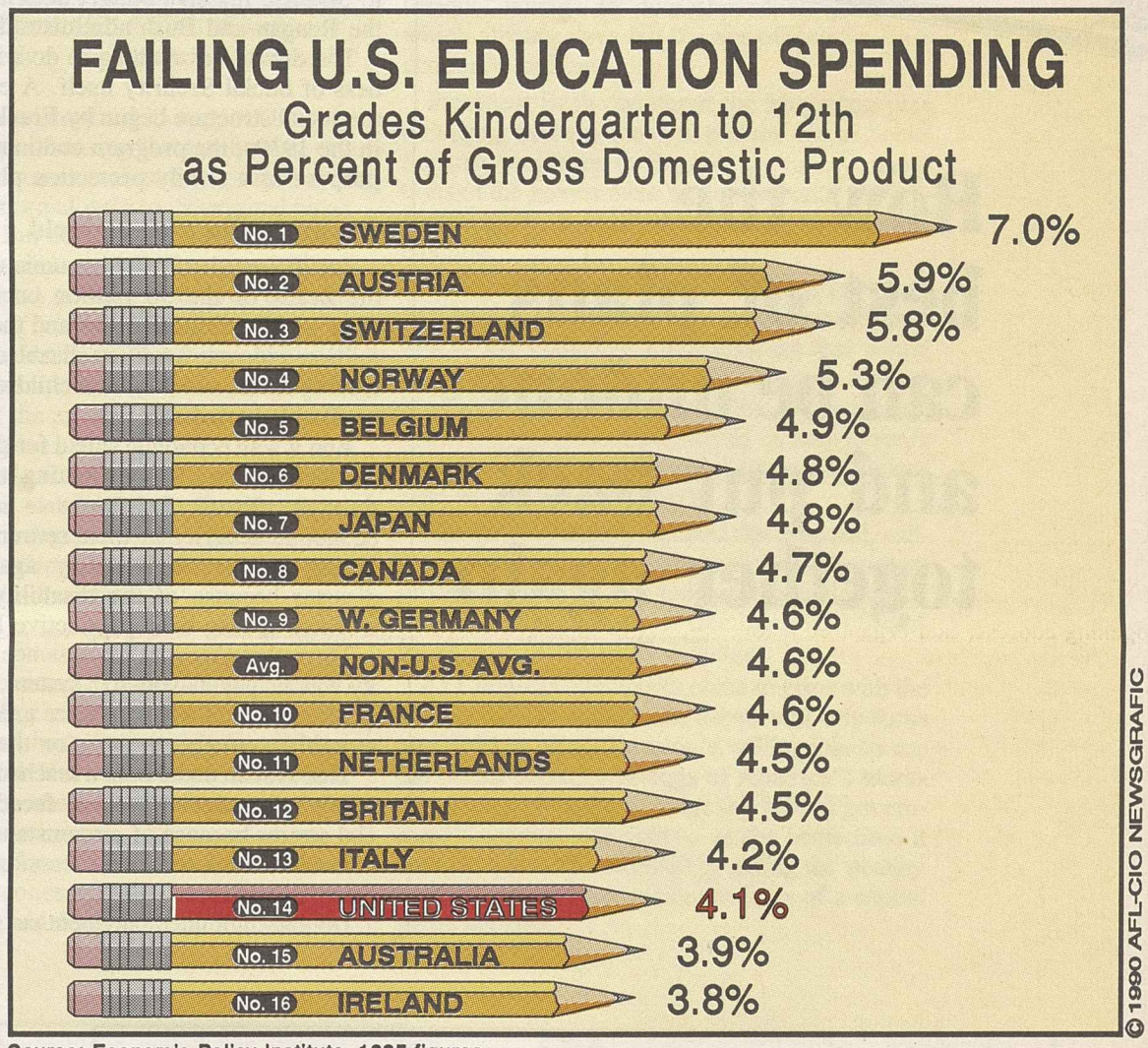
"But to begin a process of education reform by denying the need to increase spending, especially when U.S. schools are underfunded compared to those in other industrialized countries, places a severely limiting constraint on any plans for educational improvement," they said.

Rasell observed that because the United States has a decentralized school system "with higher rates of poverty and immigration than most other industrialized countries, we could expect education expenses to be higher" than other nations in order to meet student performance standards.

Citing the near-universal enrollment of French, Dutch and Belgium children in pre-kindergarten programs, the study contrasted those efforts with the U.S. Head Start program. While Head Start is viewed as valuable and cost effective, limited federal funding permits only 20 percent of eligible children to participate, it noted.

"As a result, we have to invest more money in compensatory education thereafter just to achieve the same level of performance," Rasell said.

"Shortchanging Education" is available from the Economic Policy Institute, 1730 Rhode Island Ave., N.W. Suite 812, Washington, D.C. 20036. Phone 202/775-8810.



Source: Economic Policy Institute, 1985 figures

U.S. school districts get disparate funding

Education spending varies widely not only among nations, but among the United States and within individual school districts, a Congressional Research Service study finds.

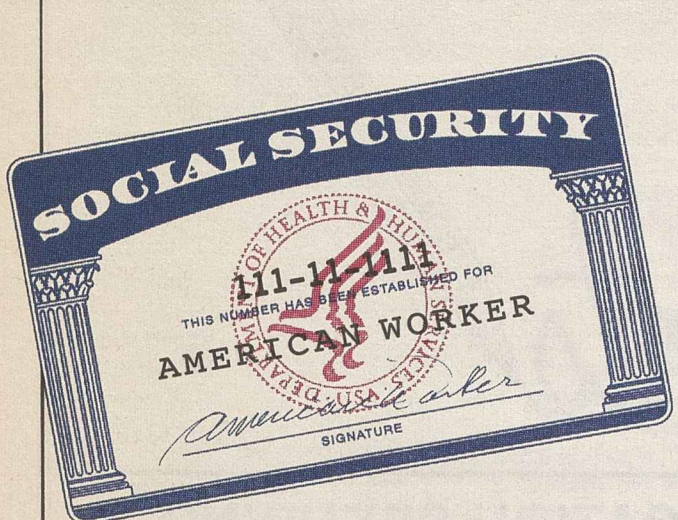
The study was requested by Rep. Augustus Hawkins (D-Calif.), who heads the House Education and Labor Committee. Hawkins is sponsoring legislation that would require states to spend an equal amount of education dollars in all areas or face loss or reallocation of federal funds.

In several examples cited by the survey, the contrast in funding was very sharp. In New York, the Corning school district spends $3,091 per student while the Rotterdam-Draper Union district in Schenectady spends $15,159. The Laurel Springs, N.J., elementary school district spends $2,081 while Demarest borough in Bergen county spends $12,556 per student.

To show the disparity among states, the study cited one state that spent $2,480 per student, and another that spent $6,476 per student.

A 1973 Supreme Court ruling held that there were no grounds to contest inequitable state financing systems under the federal constitution. But lawsuits are pending in 11 states where courts have found inequitable systems of education funding to be unconstitutional under state law.

The study was based on a survey of 1986-87 Census Bureau data from all 50 states. Copies are available through your congressional representative.



How the best of plans can be undone, and put back together again

By Gene Zack

The nation's half-century-old Social Security program has come under intense public scrutiny amid efforts to end the current scheme of using the system's multi-billion-dollar reserves to disguise massive budget deficits piled up by the Reagan and Bush administrations.

The debate has nothing to do with the soundness of Social Security itself. A cornerstone of the social structure begun by Franklin Roosevelt in the 1930s, the program continues to serve its purpose as a family protection plan.

An umbrella and a shield

Social Security is an economic umbrella over the heads of the 38 million current beneficiaries — 27 million retirees and their spouses, 5 million widows, 3 million disabled workers and their spouses, and 3 million children of deceased or disabled workers.

And it's an economic shield for the 130 million workers currently contributing to the system through payroll deductions — assuring basic economic security in their retirement and providing an insurance policy against financial disaster because of the disability or death of workers during their productive life.

Throughout most of its existence, Social Security was a "pay-as-you-go" system. The contributions of current workers were used to cover the monthly payments to those on the benefit rolls.

That system underwent a seachange in the early 1980s, when Social Security faced severe financial strains because of circumstances beyond its control — back-to-back recessions and raging price increases.

Double-digit unemployment cut deeply into the amount of contributions, and double-digit inflation pushed up the cost of benefits which are linked to the Consumer Price Index to safeguard the purchasing power of beneficiaries.

In 1983, the bipartisan National Commission on Social Security Reform recommended, and Congress subsequently approved, complex legislation designed to insure the system against current and future demands.

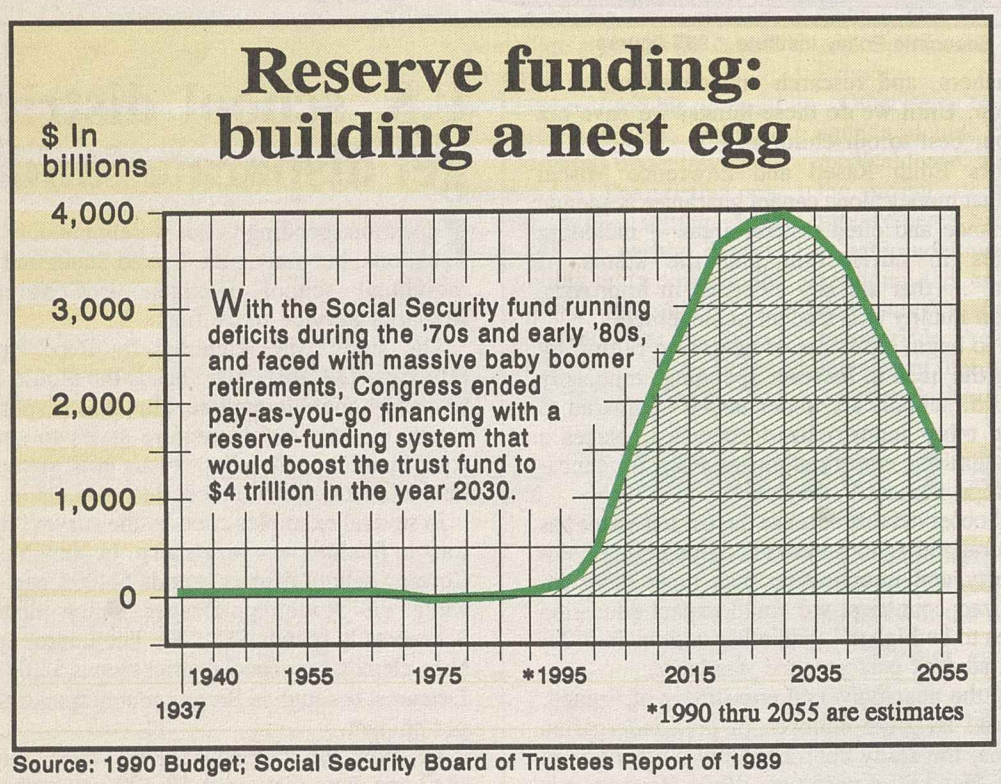
Planning for the future

The legislation would make it possible not only to restore the financial integrity of Social Security, but also to begin adding billions of dollars each year to the system's trust fund — bringing it to the $3-trillion level in the early part of the 21st century to cover a surge in benefit outlays when the World War II "baby boomers" reach retirement age.

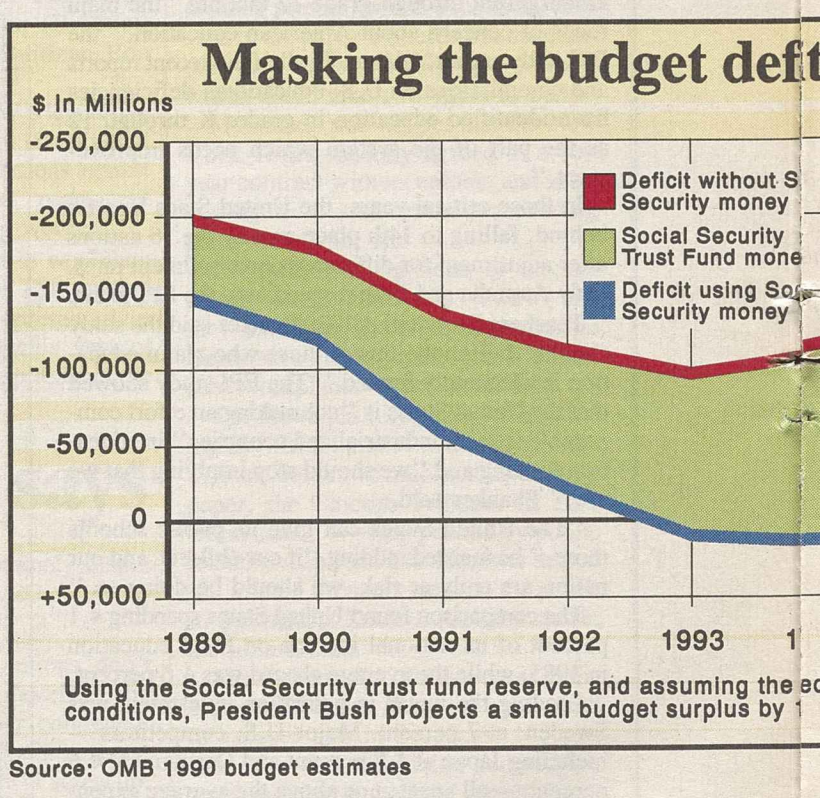
Faced with monumental revenue losses resulting from Ronald Reagan's 1981 tax cuts tilted toward the wealthy, and under mandate by the Gramm-Rudman-Hollings Act to work toward a balanced budget, politicians have hidden behind the facade of the Social Security revenue.

As the system was envisioned, the growing trust fund would be invested in government bonds — a form of national savings that effectively would cut the national debt as it boosted the economy. In fact, however, another system has evolved, in which each year's surplus of payroll taxes over current benefits has been folded into general revenue and, in effect, used to meet the deficit-reduction law targets.

Last year, for example, the Social Security's trust fund reserve amounted to $55 billion. Without the bookkeeping device of counting this



Source: 1990 Budget; Social Security Board of Trustees Report of 1989



Source: OMB 1990 budget estimates

eserve against other federal outlays, the budget ortfall would have been close to the $200-billion ark — more than the Gramm-Rudman-Hollings eficit goal.

As the AFL-CIO said in a policy statement on ocial Security issued last month:

"The growing Social Security surplus is be- ng used to mask budget deficits that have been xacerbated by unbalanced and unwise spending nd revenue policies."

The federation emphasized this concern in the ake of a proposal by Sen. Daniel Patrick Moynihan (D-N.Y.) to end the reserve financ- ng of Social Security, return to the pay-as-you- o approach, and reduce the payroll deduction urden on workers.

Currently, workers pay 7.65 percent of their nnual earnings into the system, with a ceiling f $51,300 on the amount of covered earnings.)f the total deduction, 6.2 percent goes toward ie Old Age, Survivors & Disability Insurance rogram and the remaining 1.45 percent finances Medicare. By law, employers make a similar con- ibution to the tax program.

Moynihan's pay-as-you-go plan

Moynihan would leave the percentage going to Medicare unchanged. But he would pare back the ASDI contribution to 6.06 percent this year and .1 percent in 1991. That would mean an average 330 annual saving for a worker making $30,000 year.

The New York senator — who was one of the rchitects of the 1983 reform move — isn't sug- esting just a short-term fix. That 5.1-percent)ASDI contribution level would remain in effect)r the succeeding 20 years, and would then climb gradually back to the 6.2-percent level in the year 2019.

The Moynihan plan would mean a revenue loss of $6.4 billion this year, $53.6 billion in 1991, $59.6 billion the following year, and up to $86.7 billion in 1998. Over the nine-year period, lawmakers would be denied the use of well over half a trillion dollars for "deficit reduction" purposes.

The federation emphasized its support for the Moynihan concept of easing the tax burden on working men and women and returning the Social Security system more closely to its original pay-as-you-go basis. But before that happens, labor said, protections must be added "to ensure retiree benefit security and to avert massive cuts in federal programs."

The plan should not be implemented, said the AFL-CIO, until the trust fund reserve equals 125 to 150 percent of the amount needed to pay out benefits for one year.

That, said the federation, would "guarantee the fiscal integrity and stability of the trust fund, as well as provide a safeguard against pressure for future benefit reductions or the effects of an unforeseen economic downturn."

Concern over budget cuts

The AFL-CIO restated its longstanding support for removing the Social Security trust fund from the unified federal budget, denying the White House and Capitol Hill the use of the fund's surplus revenues to meet Gramm-Rudman-Hollings deficit calculations.

However, the federation said, the labor movement is "deeply concerned that the larger, unmasked deficit could lead to crippling cuts in valuable federal programs."

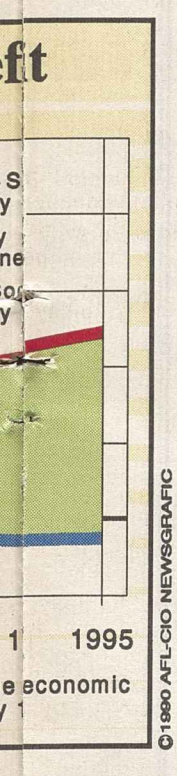
The optimum answer, the AFL-CIO asserted, would be to repeal Gramm-Rudman-Hollings. But if that doesn't happen, the time period for reducing the budget deficit must be lengthened to avoid serious damage to domestic social programs which already have felt the axe of Reagan-Bush economic policies.

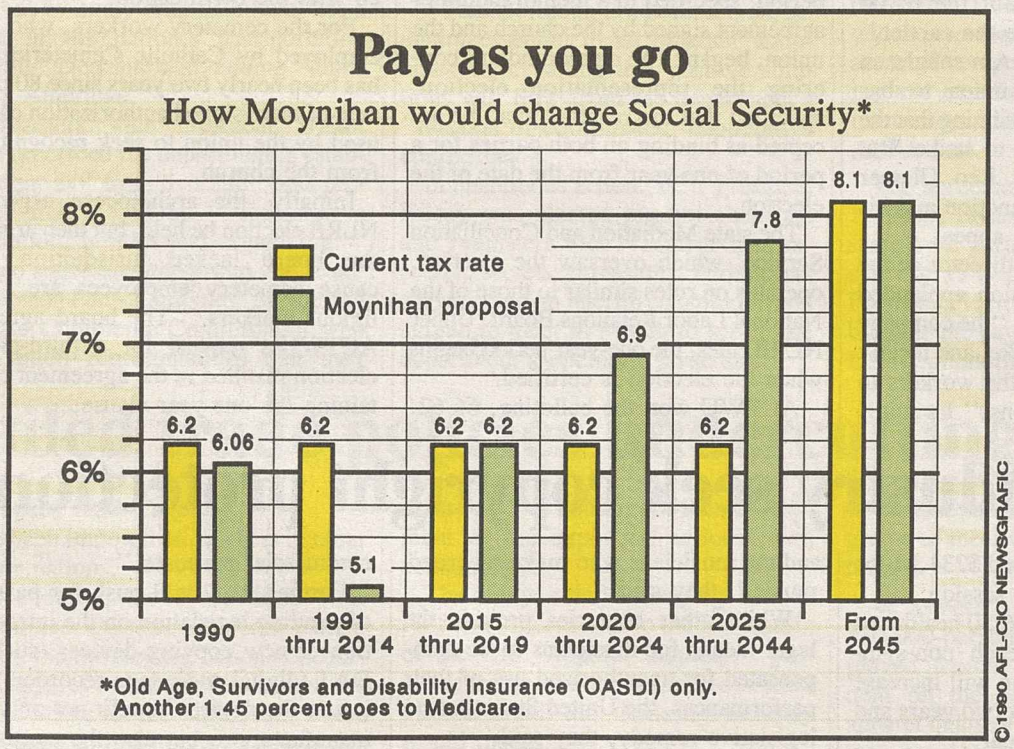
President Bush countered the Moynihan plan by urging that any move to end the use of Social Security surpluses to finance day-to-day operations of the government be delayed until 1993 — significantly, a year after the next presidential election.

Under the administration plan, Congress would first have to balance the non-Social Security portion of the budget — a requirement that would endanger everything from education to the war on drugs. At that point, said the White House, the Social Security surplus could be used to retire the national debt by purchasing government bonds held by private individuals.

The AFL-CIO flatly rejected this proposal, calling it "nothing more than a smoke-and-mirrors process to hide the real federal budget deficit by continuing the charade of treating Social Security as part of the unified budget."

As Congress attempts to come to grips with the issue of budget deficits, the debate will help focus on the Bush administration's willingness to use the Social Security savings of America's working men and women to cover the federal government's revenue shortfall — at the same time it wants to add to that shortfall by giving the wealthy another big tax handout in the form of a capital gains tax cut.





The afl-cio says . . .

The Social Security trust fund should be removed from the unified budget.

It supports Moynihan's pay-as-you-go plan with these conditions:

- Begin Moynihan tax reductions when trust fund can maintain 125% to 150% of one year's benefits.
- If Gramm-Rudman-Hollings is not repealed, its targets must be stretched out to protect vital current domestic spending.

UNION NEWS

Higher limits for cadmium 'outrageous,' AFL-CIO says

The AFL-CIO has blasted the Occupational Safety and Health Administration for offering two levels of permissible exposure in its proposed standard on cancer-causing cadmium, blaming the higher exposure limit to interference by the White House Office of Management and Budget.

The ''outrageous'' proposal has the ''fine hand of the OMB all over it,'' said federation safety director Peg Seminario. ''OMB is still interfering in the OSHA process and clearly nothing has changed from the Reagan administration to the Bush administration in regard to OMB trying to substitute its views for those of OSHA.''

At the lower limit of 1 microgram of cadmium per cubic meter of air, OSHA estimates 21 out of each 10,000 workers exposed to the substance would die of cancer. The higher level of 5 micrograms should not have been proposed, Seminario said, because it would cause 106 deaths per 10,000 workers exposed.

Seminario pointed out that the clean air legislation now before Congress set the level of risk for the general public at one death for each 1 million citizens. Yet for workers exposed to cadmium, the risk at 5 micrograms would translate to more than 10,000 deaths per 1 million.

Cadmium and its compounds are used in paints, alkaline batteries, electroplating, plastics manufacturing, welding and brazing. Exposure to cadmium can cause lung and prostate cancer, kidney damage and other illnesses.

For workers exposed at the current 100 microgram limit over 45 years, more than 20 percent would die of cancer and 89 percent would suffer from kidney dysfunction and potentially life-threatening kidney damage, according to OSHA.

OMB's interference, Seminario said, caused OSHA to miss deadlines to set an emergency standard as part of a court case filed by the Chemical Workers and the Public Citizen Health Research Group in July 1987.

The suit came after OSHA had rejected the ICWU and Public Citizen's petition for an emergency rule. They cited OSHA's estimate that each six months' delay would cause 250 more cancer deaths and thousands of cases of irreversible and potentially life-threatening kidney damage among workers exposed to cadmium at the current 100 microgram limit.

The cadmium proposal will require up to 37 percent of the 513,000 workers exposed to the substance to wear respirators to meet the 1 microgram limit and ''much less respirator use would be required to meet'' the 5 microgram level, OSHA said.

John Reck, chairman of the Steelworkers Legislative Committee of Pennsylvania, addresses USWA members in the state capitol at Harrisburg on vital worker legislation. The Steelworkers lobbied state representatives for passage of the anti-hostile takeover bill, adopted by the Senate 45-4, to protect workers and their communities from corporate raiders.

ACTWU takes archdiocese to court after 'sham' vote

Los Angeles

A decertification election conducted Feb. 9 by the Roman Catholic Archdiocese among 140 cemetery workers is a sham, the Clothing and Textile Workers say.

In the latest twist in ACTWU's two-year battle with the church to win a first contract for the cemetery workers, the union is taking the archdiocese to court.

The church-run decertification election tallied a 92-24 vote against the union with 25 workers depositing blank ballots. The union refused to participate, maintaining that the representation election it won among the workers Feb. 8, 1989, remained valid.

At issue is when a one-year time period, specified in a memorandum of agreement signed by the church and the union, began. The memorandum, covering the representation election, specified that the results ''shall be accepted as binding on both parties for a period of one year from the date of the election.''

The state Mediation and Conciliation Service, which oversaw the election, operates on rules similar to those of the National Labor Relations Board. Under NLRB rules, the one-year period begins when the election is certified.

ACTWU won the balloting, 66-62. The archdiocese filed numerous objections to the elections. A three-member panel of arbitrators heard testimony at seven meetings held over a two-month period. On Nov. 20, 1989, they certified the election results.

The union finally got the archdiocese to the bargaining table on Jan. 18, 1990 — more than 11 months after the election was held. At the second bargaining session on Jan. 29, church representatives announced they no longer felt the union represented the workers and broke off bargaining.

On Feb. 5, ACTWU filed suit against the archdiocese and Archbishop Roger M. Mahony, seeking an order for Mahony to bargain with ACTWU for the full one-year period that began Nov. 20 with the certification.

For the cemetery workers, who are employed by Catholic Cemeteries, it has been nearly two years since 80 percent of them signed authorization cards used by the union to seek recognition from the church.

Initially, the archdiocese urged a NLRB election be held, but then argued the board lacked jurisdiction because cemetery employees are ''religious workers.'' The board agreed. ACTWU's request for a third-party election resulted in the agreement containing the one-year clause.

Court broadens right to strike

New York

A union does not forfeit its right to strike under the Railway Labor Act even though it did not call a strike after impasse has been declared, a U.S. appeals court declared.

The 2nd Circuit Court of Appeals upheld a lower court ruling that ''a union's right to self-help under the Railway Labor Act does not expire with the passage of time or incidental changes in circumstances,'' nor does the Act ''expressly prohibit the use of intermittent strikes or slowdown tactics.''

The case involved a contract dispute between Pan American Airways and the Teamsters. With negotiations declared to be at impasse in February 1988, both sides were free to engage in ''economic self-help measures,'' the National Mediation Board said.

Pan Am immediately slashed wages 8 percent, cut benefits and established a two-tier pay scale. But the 6,100 Teamsters did not strike the carrier.

In August 1989, Pan Am sought an injunction against the union to bar future work stoppages, claiming that the union forfeited its right to strike. But U.S. District Judge I. Leo Glasser refused to issue the injunction and his decision was upheld on appeal.

William F. Genoese, director of the Teamsters' airline division applauded the ruling, declaring that ''the company can't force us out on strike, and it can't take away the right of the workers to make their own decisions,'' he said.

Musicians, recording industry seek copyright protections

Continued from Page 1

studio musicians based on a complex formula, similar to the ''residuals'' earned by actors in the film and television industries.

The accord, unanimously approved by the union's contract advisory committee and its executive board, will be ratified by mail ballot, a process that takes about a month to complete, the union said.

The agreement, which is retroactive to Feb. 1, provides for a 3-percent pay increase for all classifications in each year of the contract. Under the previous accord, musicians earned $220.94 for a non-symphonic recording session, in addition to receiving pension and health and welfare payments, and $234.17 for a symphonic recording session.

Further, the current $6.50 health and welfare payment for each non-symphonic recording session will increase by $1 in each of the first two years and by $1.50 in the final year.

In a joint statement, AFM President J. Martin Emerson and Norman Samnick, chief negotiator for the industry, cited the growing problem in which recorded performances are copied and exploited without payment.

''Overshadowing and complicating the discussions which have led to this agreement is the reality that certain technological changes have undermined the market for both the producers and the musicians who make recorded music,'' they said.

While other countries provide the legal means for musicians to be compensated for unauthorized use of their performances, the United States has no legislative remedy, they said.

Emerson and Samnick said the musicians and the recording industry ''reaffirm their intent to convince Congress and the nation of the stifling effects of current copyright laws, which undermine the efforts of the industry and the musicians. Working with farsighted legislators, the Recording Industry Association of America, the AFL-CIO and others, we shall seek performance rights in the use of sound recordings for commercial purposes.''

Further, they will push for passage of pending legislation on the introduction of new copying devices, such as DAT (digital audio tape recorders), to insure the devices benefit not only the manufacturers, but also the consumer and creators of the original work, the joint statement said.

The companies involved are CBS Records, RCA Records, Capitol-EMI Music, Polygram Records, A&M Records, Arista Records, Atlantic Recording Corp., MCA Records Inc., MCA Records Canada, Elektra-Asylum-Nonesuch Records, Motown Records Corp., and Warner Brothers Records Inc.

Transportation gets its own labor vehicle

AFL-CIO inaugurates a new department

Bal Harbour, Fla.

Union leaders representing more than a million workers in transportation and related industries gathered here Feb. 8 for the founding meeting of the AFL-CIO Department of Transportation Trades.

Unanimously approved in November by delegates at the 1989 AFL-CIO Convention, the federation's newest constitutional department will represent the interests of workers employed in aviation, trucking, railroad, mass transit, maritime and related industries.

The department will coordinate activities in the legislative and regulatory areas as well as exchange research and information on issues of mutual concern to workers in transportation.

In welcoming remarks, Transportation Communications Union President Richard Kilroy, who had spearheaded efforts to create the department, hailed the inaugural meeting.

"Through the structure of this new department," Kilroy said, "we can tackle many of the pressing issues that cross transport boundaries — issues like the impact of deregulation, drug testing and the development of a national transportation policy that doesn't overlook the needs of workers."

AFL-CIO Secretary-Treasurer Thomas R. Donahue compared the department's formation to the establishment of other groups created to meet the challenges posed by changes in the world of work, such as the Food and Allied Service Trades Department and the Department for Professional Employees.

"One voice speaking for all on issues of mutual concern can speak louder than any one alone could do," Donahue said.

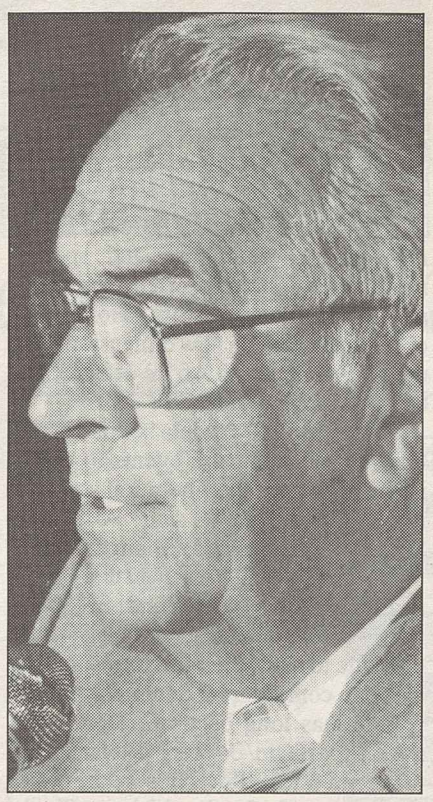
The new department "is needed not only by American transportation workers, but by every American who has a stake in the nation's transportation system," Donahue said, adding "that's every American."

Teamsters Vice President Walter Shea described the department's establishment as "long overdue" and predicted that it will be "successful in legislation, politics and organizing."

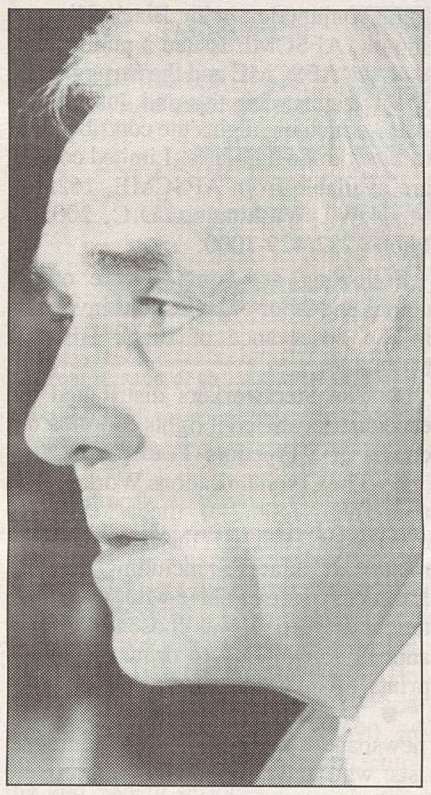
Also addressing the group was Commissioner Paul Lamboley of the Interstate Commerce Commission, who told union representatives that they "were ahead of the curve" in forming the department.

"Transportation is a basic service industry essential to all others," Lamboley said, adding that positive solutions will flow from the department's "mission of coordinated, cooperative approaches."

In unanimous action, TCU President Kilroy was elected interim chairman and Teamsters Vice President Shea executive secretary-treasurer. Participants also adopted an interim constitution and agreed to meet in March to set up the department's operating structure.



TCU President Richard Kilroy



Teamsters Vice President Walter Shea

Machinists keep up fight; Eastern tries to cut losses

While disgruntled creditors and a bankruptcy court press Eastern Airlines, striking Eastern Machinists and their supporters have continued demonstrations to keep attention focused on the carrier's problems, as they lobby House members to override President Bush's veto of a measure that would help resolve the issue.

At a Feb. 9 bankruptcy court hearing, Judge Burton Lifland gave the carrier its fourth extension of the exclusive right to file a reorganization plan, despite creditors' dismay over the proposal by Eastern owner Frank Lorenzo, which offered only 10 cents on the dollar in cash, with 40 percent of the debt to be repaid over 10 years.

However, Lifland denied the two-month extension sought by Lorenzo, setting a Feb. 20 deadline for Eastern to submit a working reorganization plan.

After hearing Lorenzo's offer, the creditors committee at first directed its advisors to develop alternative proposals, including the sale or liquidation of Eastern. They later agreed to join in negotiations with Eastern parent Texas Air Corp. and bankruptcy examiner David Shapiro.

Shapiro said he will issue the findings of his six-month investigation of Lorenzo's wholesale transfer of assets from Eastern to Continental and other Texas Air properties on March 1.

Scheduled for the week of March 5 is a House vote to override President Bush's veto of H.R. 1231, which establishes a bipartisan blue-ribbon commission to review and make recommendations in the Eastern dispute and other industry concerns.

Meanwhile, union members are gearing up for rallies and demonstrations to mark the one-year anniversary of the dispute. A rally will be held March 3 at Washington's National Airport, led by members of IAM Local 796, followed by a benefit at the Sheet Metal Workers' headquarters.

AFL-CIO state and local federations also will be coordinating other rallies and demonstrations in major Eastern and Continental hub cities March 3.

In a related development, the Transport Workers reached an agreement with Eastern that calls for 215 flight attendants who struck the carrier to be recalled to work by April 1. The 215 attendants will gain full seniority.

The back-to-work agreement was part of a settlement of a TWU lawsuit over the union's right to dues withheld and employment rights of trainees during the strike. Supreme Court rulings have held that flight attendants working at the time of an offer to return are protected from displacement by returning strikers, but TWU argued that trainees are not covered.

The 215 attendants to be rehired represents the number of workers in the carrier's training program when union members offered to return to work.

The agreement also calls for Eastern to pay TWU $340,000 in dues deducted during the strike.

Pilots approve USAir accord; 3-year pact sets pay parity

Members of the Air Line Pilots approved a new three-year agreement with USAir, the first since the carrier merged with Piedmont Aviation Inc. last August. The contract covers 6,400 pilots.

The USAir Master Executive Council voted 15-12 for the agreement, which resolves significant issues in the areas of compensation, work scheduling and benefits, and establishes contract terms unifying both pilot groups, ALPA said.

The agreement, retroactive to Sept. 1, 1988, raises salaries on the "A" scale by 2 percent for 1988, 2.5 percent for 1989 and 2 percent in 1990. Former Piedmont pilots are being brought into pay parity with their fellow USAir pilots on a schedule that dates from Oct. 1, 1989.

Further, the USAir's B scale will be raised for employment years two through five. The B scale covers pilots with five years or less service. A provision in the old Piedmont contract that allowed a B-scale captain's rate was eliminated.

An optional lump-sum retirement benefit, joint and survivor benefits, and loss-of-license insurance coverage — all previously in the Piedmont contract — were extended to the USAir pilots.

Language restricting the introduction or transfer of new aircraft to the company's inventory also was added, as well as a modification of rules to allow training hours to extend beyond midnight.

Failed trade policies undercutting U.S. apparel workers

Continued from Page 1

have been imposed on workers in other debtor nations.

In addition, the study said, U.S. government assistance for firms that invest in the developing nations encourages apparel manufacturers to quit the United States for the Caribbean, where production costs are cheaper than in this country.

To breathe life back into the domestic apparel and textile industries, EPI said, exporting nations should be required to observe internationally recognized minimum labor standards.

According to the report, paying Third World teenage girls less than 25 cents per hour to produce goods for export not only destroys U.S. apparel employment but does nothing for the development of the exporting nations' own economies.

The study, titled "Keeping Jobs in Fashion: Alternatives to the Euthanasia of the U.S. Apparel Industry," predicted that in addition to the loss of jobs, the death of the domestic industry would mean:

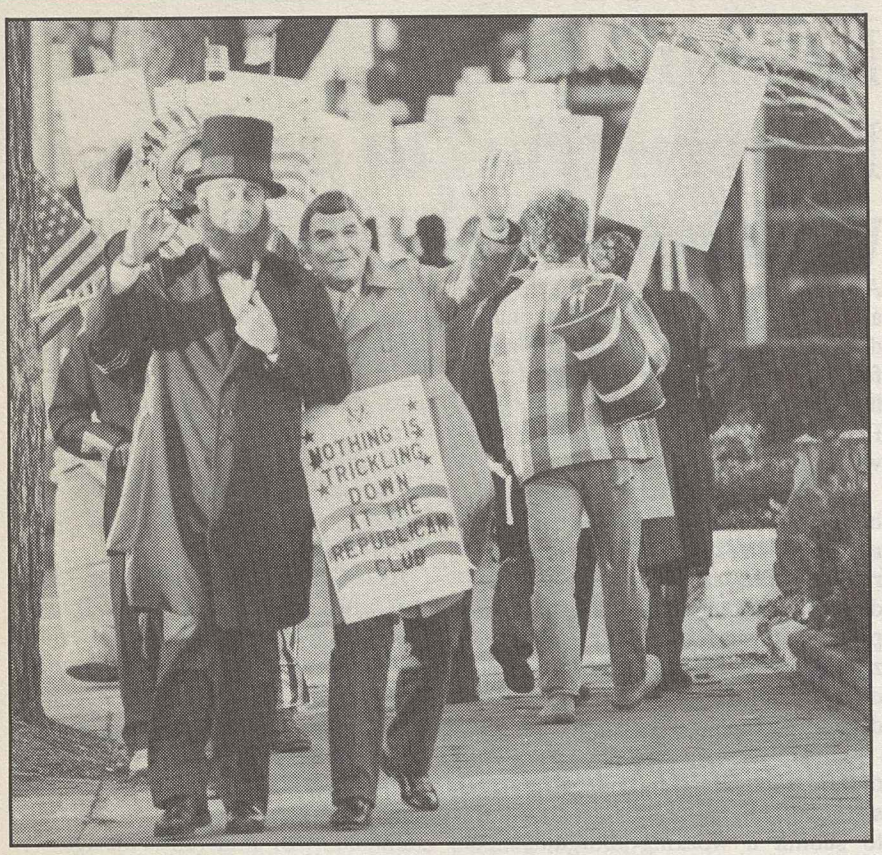
- Large increases in welfare costs since the economy has no comparable alternative employment to offer the rural women, blacks, Hispanics and other immigrant workers who make up the bulk of apparel manufacturing employment.
- Higher tax burdens for middle-income workers to make up for lost worker and industry tax payments and to underwrite the cost of social programs to meet the needs of the unemployed.
- Severe reductions in the 580,000-person workforce now employed in other sectors directly dependent on the health of the domestic apparel industry, including cotton farming, wool growing, and textile and apparel machinery manufacture.

EPI called for immediate government action to assure strict enforcement of import growth restraints under the Multi-Fiber Arrangement.

While insisting that protection without other reforms will not help the industry in the long run, Rothstein warned that "years of failure to enforce these rules have left the industry so disadvantaged that new import surges could threaten its existence before other reforms have a chance to work."

The study also urged creation of government programs to promote cooperatives, enabling small apparel contractors and subcontractors to pool their efforts; measures to bring together domestic buyers and sellers of apparel products, and federal action to encourage apparel exports.

The Economic Policy Institute is a non-profit, non-partisan economic think tank founded in 1986. Based in Washington, it is supported by grants from foundations, labor unions, corporations and individuals.



On Abraham Lincoln's birthday, a "Union Army" marches on the Republican Party's Capitol Hill Club in Washington in a continuing skirmish to gain a fair contract for club workers. Local 25 of the Hotel Employees and Restaurant Employees has been pressing the GOP to bargain since 75 percent of the 90 club employees signed union authorization cards last October. Leading the march is Lincoln look-alike Ron Richardson, executive secretary-treasurer of HERE Local 25.

Unions spread the word of Black History Month

AFL-CIO affiliates have been using posters, pamphlets and special newspaper commentaries to commemorate Black History Month, an observance given a new dimension with the release by South Africa of black activist Nelson Mandela.

The release of Mandela is "one of the most joyous dramatic events to occur in the history of the liberation struggle in South Africa," said AFSCME Secretary-Treasurer William Lucy.

Lucy cautioned, however, that "anti-apartheid forces here and in South Africa, including trade unionists, must continue to exert pressure to ensure that freedom comes for all South Africans."

Lucy has long been a leader in the Stop Apartheid/Boycott Shell movement and other efforts in support of the Congress of South African Trade Unions (COSATU).

In conjunction with Black History month, AFSCME issued a publication called "AFSCME and the Struggle for Civil Rights: Dignity and Justice for All," which highlights the contributions of black trade unionists. Limited copies are available from AFSCME, 1625 L St. N.W., Washington, D.C. 20036. Phone 202/429-1000.

Following are some of the other unions and labor organizations involved in the observance of Black History Month:

- The Steelworkers distributed to each district and civil rights coordinator copies of a Freedom Trail poster.
- The Communications Workers, in a special section of their February newspaper, saluted the accomplishments of blacks, including Lewis Latimer, a former slave who, as a self-taught draftsman, was chosen by Alexander Graham Bell to draw the blueprints for his telephone patent.
- The Postal Workers, in their newspaper, paid tribute to black unionists who have fought for improved wages and working conditions while at the same time battling for civil rights and equal opportunity.
- The Teachers are making several publications available to their members throughout the month, including a reprint from The American Educator about labor leaders A. Philip Randolph and Bayard Rustin.

Randolph, who was honored in 1989 with a stamp in the Black History series, was the founder of the Sleeping Car Porters while Rustin was a key organizer of the 1963 March on Washington and a champion of human rights abroad and at home.

To help its affiliates commemorate Black History Month, the AFL-CIO film division is offering the following programs without rental fee if the orders are received before March 2:

Eyes on the Prize. This award-winning and stirring documentary details the early days of America's civil rights movement. Available in parts 1 through 6, each 60 minutes in length.

To Dream. This 12-minute program highlights the relationship of Dr. Martin Luther King with organized labor, including King's address to the 1963 AFL-CIO convention.

Portrait in Black — A. Philip Randolph. In this 10-minute video, the founder of the Sleeping Car Porters and AFL-CIO vice president tells of his long fight to organize black workers.

I Am a Man. This 30-minute video recounts the 1968 strike by sanitation workers in Memphis, during which Martin Luther King led a march through the city and delivered his last speech on the night before his assassination.

Black Men and Iron Horses. This 18-minute film tells the little-known story of black inventors like Elijah McCoy, Andrew Beard and Granville Woods who ideas helped make the railroad industry safer and more efficient.

Resources

PUBLICATIONS

Camo-Carols is a collection of seven Christmas songs used during the Miners' strike against Pittston Coal Group. The songs were adapted by Julie McCall. The booklet, with tunes like "Arrest Those Union Gentlemen" and "I'm Dreaming of a Fair Contract," is being distributed by the Labor Heritage Foundation for $4 per copy. Proceeds will be used to sponsor participants from the Pittston strike at the next Great Labor Arts Exchange. Contact the Labor Heritage Foundation, 815 16th St. N.W., Room 301, Washington, D.C. 20006.

MEETINGS and CONFERENCES

The annual meeting of the **President's Committee on Employment of People with Disabilities** will be May 2-4 in Washington, D.C. For more information contact the President's Committee on Employment of People with Disabilities, 1111 20th St. N.W., Washington, D.C. 20036.

Newsmakers

Edward J. Cleary, president of the New York State AFL-CIO, will be the guest of honor at a dinner-dance March 24 at the Sheraton Centre in New York City, where he will receive the Israel Labor Medal for his "distinguished record of achievement, his significant leadership role on behalf of working men and women, and his strong and steadfast commitment to the State of Israel." The event is being held by the National Labor Division of the State of Israel Bonds.

John E. Higgins has been appointed solicitor for the National Labor Relations Board. A 26-year veteran of the agency, Higgins recently filled a recess appointment as a board member from August 1988 until Congress's adjournment last November. Prior to that, he served 12 years as the NLRB's deputy general counsel, having risen through the ranks from field attorney in the Memphis, Tenn., regional office, where he was hired in 1964.

A memorial service will be held for **Joe Loftus,** a former New York Times labor reporter, at 11 a.m. on March 3 at the Cedar Lane Unitarian Church in Bethesda, Md. Loftus died Jan. 3 of heart disease at his home in Sarasota, Fla., at age 82. He worked for International New Service and Associated Press before joining the Times in 1944. He served as special assistant for communications under George Shultz at the Labor Department and later at the Treasury Department. Survivors include his wife Mary and two daughters.

The Laborers are supporting the National Hispanic Scholarship Fund with a $10,000 contribution. The fund has provided educational aid for nearly 10,000 Hispanic students since 1975. LIUNA President **Angelo Fosco** said the contribution reflected the union's emphasis on education and its early roots as an organization of mostly immigrant workers.

DEATHS

Burt Beck, retired director of publications and public relations for the Clothing and Textile Workers, died of cancer Feb. 12 at his home in Suffern, N.Y.

Beck, who was 71, also had served on the editorial and public relations staffs of the Seafarers, Electronic Workers, Hotel Employees and Restaurant Employees, and the Textile Workers Union of America before joining the Clothing Workers in 1963.

He had been editor of ACTWU's monthly newspaper, Labor Unity, as well as its predecessor, Advance. He also was a vice president of the International Labor Communications Association from 1968 to 1973. Beck retired from the ACTWU staff in 1983 but continued to serve the union as a communications consultant for a time.

Beck graduated from the University of Pennsylvania in 1938 and worked on newspapers in Philadelphia and New York before joining the SIU staff in 1946.

Beck had been active in the Workers Defense League and the Jewish Labor Committee, and was a vice president of the WDL at the time of his death.

Survivors include his wife Dora and three children. A memorial service will be held at the ACTWU New York Joint Board March 24 at 2 p.m.

Leon Stein, editor of the Ladies' Garment Workers newspaper Justice for 24 years until his retirement in 1977, died in his sleep Feb. 13 at his home in Delray Beach, Fla. He was 78.

Stein also was the author of several books on labor history, women's studies, economics and aging.

He went to work at age 16 as a garment cutter, but continued his education and graduated from City College of New York in 1934. He became an ILGWU organizer before joining the Justice staff in 1942. He moved up to managing editor in 1945 and editor in 1952.

Stein is a founder of the International Labor Communications Association and served as ILCA president in 1964-65. He also served on the President's National Council on the Humanities in the late 1970s.

His books include "The Triangle Fire," which explores the tragic deaths of 146 garment workers at a New York factory in 1911. He also compiled and edited a historical volume on the ILGWU, titled "Out of the Sweatshop." In a joint effort with labor historian Phillip Taft, Stein was the editor of two collections of 105 volumes on trade union annals.

Survivors include his wife Miriam and two children.

Gordon L. Spielman, editor emeritus of the twice-monthly Union Advocate newspaper, died from a serious diabetes condition Jan. 24 at St. Joseph Hospital in St. Paul, Minn.

Spielman, who was 72, had been editor of the Advocate from 1971 until his retirement in 1984. He had been a member of the Newspaper Guild and a former vice president of the International Labor Communications Association.

Before moving to Minnesota from his native city of New York, Spielman had been an organizer for the United Textile Workers and an officer of Local 65 of the Retail and Wholesale Workers.

Survivors include his wife Phyllis and five children.

DATA

Union workers enjoy $125 edge in weekly wages

A union card is worth about $125 more in the average worker's weekly paycheck, according to Bureau of Labor Statistics figures.

The BLS report on 1989 median weekly pay showed that union members averaged $497 a week, or 34 percent more than the $372 pay of nonunion wage and salary workers. The nonunion category includes salaried executives, supervisors and managers, who generally are not eligible for union membership.

On an annual basis, the union edge in median earnings works out to about $6,500.

In 1988, weekly union pay averaged $480, compared with $356 for nonunion. Over the year, union wages rose $17 a week, versus $16 for nonunion pay, the BLS said.

The earnings data, collected in the current population survey by the Census Bureau, does not include employer-paid benefits, which in the third quarter of 1989 averaged $6.95 an hour for union members — almost double the $3.80 rate for nonunion workers, AFL-CIO economist John Zalusky noted.

Except for some managerial, professional and administrative jobs, union members fared better on the pay scales. And in every major industry category except finance, insurance and real estate, union members were paid more than their nonunion counterparts.

Here are some key points of the BLS report:

- Male union members averaged $97 a week more than those not covered by a union contract.
- Union women earned $105 more than nonunion females.
- Among white workers, those with union cards earned $122 a week more than those who didn't.
- For blacks, union membership brought $135 more in their weekly paychecks than those working in nonunion jobs.
- Among Hispanics, the average union member earned $144 more a week than the unorganized worker.

On an industry-by-industry basis, the BLS data showed a growing union advantage in pay. The weekly differential was $249 in construction, $109 in transportation, public utilities, and wholesale and retail trade, $90 in government service, $60 in manufacturing and $46 in services.

Only in finance, insurance and real estate did nonunion workers have an edge over union workers last year — and that was a mere $7 — $407 to $400.

The BLS report also said that an estimated 17 million workers belonged to unions in 1989, a number virtually unchanged since 1985. But with growth in the workforce the proportion of union members edged down from 16.8 percent to 16.4 percent.

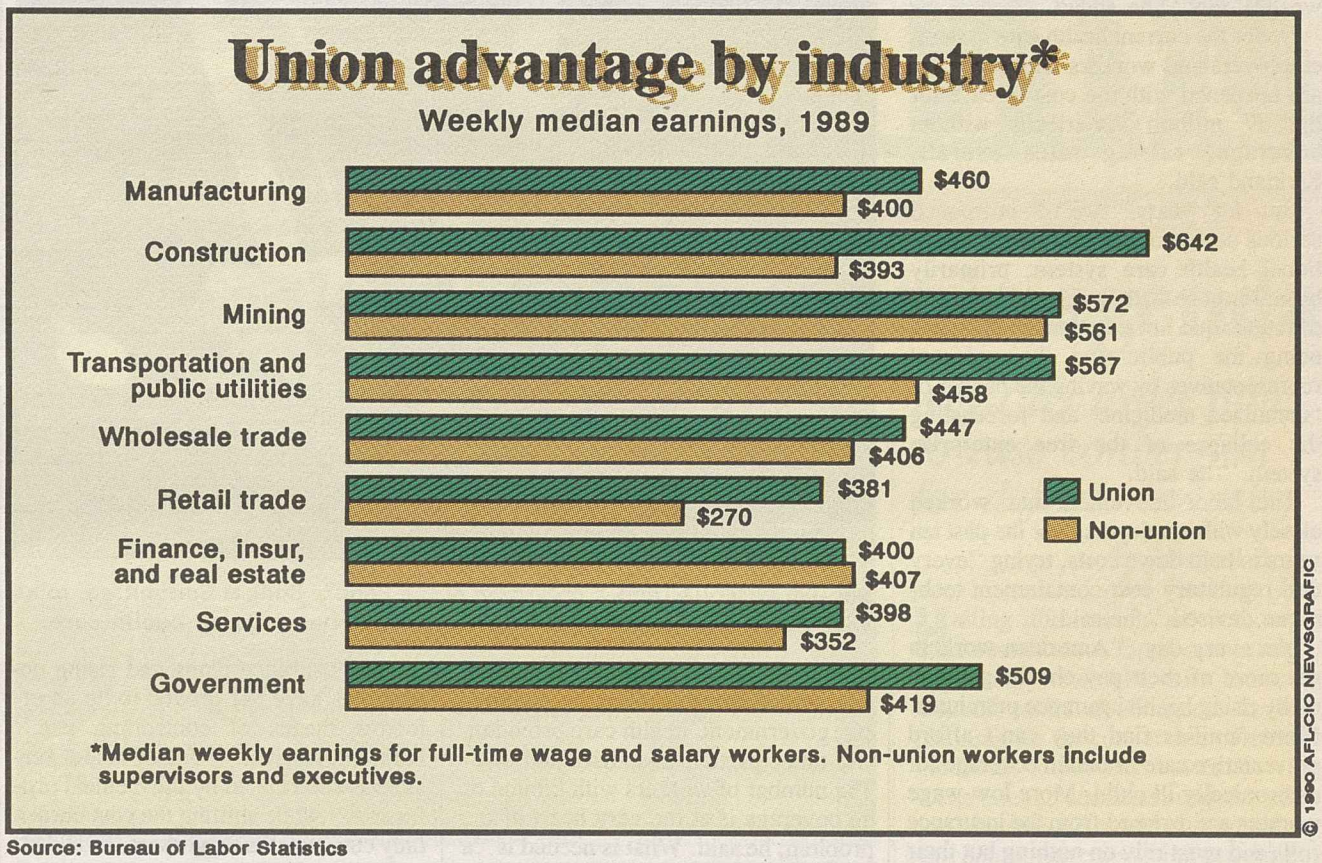
Union membership is significantly higher among government employees than private sector workers. Last year, 37 percent of federal, state and local government workers belonged to unions, compared with 12 percent in the private sector.

In private industry, the highest proportion of union membership was in transportation and public utilities at 32 percent. Union membership in both the manufacturing and construction industries was 22 percent and mining was 18 percent.

Both the trade and service industries had union memberships of less than 7 percent, while finance, insurance and real estate was at 2.7 percent.

Union membership among men was 20 percent, women at 13 percent, blacks at 22 percent, whites at 16 percent and Hispanics at 15 percent.

The membership among the 90 unions of the AFL-CIO totaled 14.1 million in 1989.



Source: Bureau of Labor Statistics

Factory jobs sapped by January layoffs

The nation lost 112,000 manufacturing jobs in January, although increased employment in service industries kept the jobless rate at 5.3 percent, the Bureau of Labor Statistics reported.

BLS listed only 6.5 million workers as officially unemployed, but some 800,000 discouraged workers and 5 million others working part time for economic reasons brought the number affected by total or partial unemployment to 12.5 million, AFL-CIO chief economist Rudy Oswald noted.

Unemployment has hovered around the 5.3-percent level since last April after opening the year at 5.4 percent, according to the BLS data. Since January 1989, private nonagricultural industry jobs grew by 2.1 million to 91.9 million. Most of the growth came in the lower-paying service sector, while higher-paying manufacturing jobs dropped by 271,000 to 19.4 million.

January's factory jobs loss included 90,000 temporary layoffs in the auto industry, as well as other cutbacks in both the durable and nondurable goods sectors.

Since January 1981, more than 790,000 factory jobs have been wiped out — primarily by the flood of imported manufactured goods, labor economists point out. Manufacturing job losses have been on a steady slide for months.

Not included in the BLS report is the impact from Chrysler Corp.'s permanent shutdown Feb. 2 of its Jefferson Avenue assembly plant in Detroit, with the layoff of 1,700 UAW members.

Chrysler also plans to shut down its St. Louis No. 1 assembly plant in September, affecting another 3,700 workers. Of those UAW members, some 2,000 face indefinite periods of layoff starting Feb. 12.

And General Mortors Corp. disclosed it would temporarily lay off nearly 10,000 plant workers for one week in mid-February — 3,600 in Lansing, Mich., 4,500 in Doraville, Ga., and one shift affecting 1,850 workers in Kansas City, Kan.

Meanwhile, Boeing Co. said it would slash 5,000 production jobs this year even though it has an $80-billion backlog of orders for commercial airliners.

Boeing said layoffs at its giant Everett, Wash., plant will affect 1,700 workers starting in March and another 800 later this year. Another 2,500 job cutbacks would come from resignations and retirements, the company said. Most of the 106,000 Boeing workers are represented by the Machinists.

Offsetting last month's jobs skid in manufacturing, employment gains were posted in services, up 106,000; retail trade, 117,000; wholesale trade, 24,000; and transportation and utilities, 27,000.

The construction industry gained 104,000 jobs, mainly for seasonal factors, as building activity rebounded during January's mild weather, BLS Commissioner Janet Norwood told the Joint Economic Committee of Congress.

Unemployment declined slightly over the month for all major groups, with the white jobless rate at 4.5 percent, blacks at 11.3. percent and Hispanics at 7.1 percent.

Geographically, jobless rates rose substantially in Michigan, to 8.4 percent, and in Ohio, to 6.7 percent. The lowest rates were in North Carolina, 3.7 percent; Massachusetts, 4.5 percent; and New Jersey, 4.6 percent.

Of the 7.3 million workers actually unemployed in January, only 2.9 million, or 40 percent, were able to draw jobless benefits, AFL-CIO worker compensation specialist James Ellenberger pointed out.

The average compensation rate was even lower in 1989 at 33.7 percent, Ellenberger noted. Only three of every 10 jobless workers were drawing jobless benefits.

Surge in energy, food prices boost index 1.8 percent

Surging energy and food costs in January drove up the government's producer price index for finished goods 1.8 percent — the sharpest rise for any month since the early 1970s.

At the same time, intermediate goods advanced 1.2 percent while crude goods went up 2.4 percent, the Bureau of Labor Statistics reported.

Energy prices increased 13.6 percent with home heating oil soaring 25.3 percent from December and 54.6 percent over January 1989. Gasoline prices surged 16.7 percent, and were up 13.6 percent from the previous January. Natural gas advanced 3.2 percent since December, 2.1 percent over the year, while electricity and coal increases were moderate and up less than 4 percent over the year.

Food prices had an average rise of 2.1 percent in January, including a 58-percent increase in fresh fruits and vegetables with a rise of 45.2 percent over the year. Eggs were up 12.2 percent in January and 21.6 percent over the year. Meanwhile, the price of processed turkeys dropped 11.9 percent last month.

AFL-CIO calls for affordable health care

Continued from Page 1

ognize, first and foremost, that basic health care protection is the right of all Americans and not a privilege for the wealthy few,'' he added.

Under the current health care system, employers and workers with coverage are burdened with the cost of care for the 37 million Americans without coverage, raising rates overall, Kirkland said.

But for years ''we've postponed serious debate over enactment of a national health care system, primarily because those with a vested interest in the status quo have succeeded in frightening the public and their elected representatives by waving the banner of 'socialized medicine' and forecasting the collapse of the free enterprise system,'' he said.

The labor movement has worked closely with employers over the past ten years to hold down costs, trying ''every non-regulatory cost-containment technique devised,'' he said.

Yet every day, ''American workers see more of their pay checks gobbled up by rising health insurance premiums. More families find they can't afford preventative care or obtain coverage for a chronically ill child. More low-wage workers are dropped from the insurance rolls and must rely on nothing but their own prayers,'' Kirkland testified.

The most successful cost containment strategies could hold down inflation for only a short period of time, with employers now competing against each other to obtain the best health care deal, he said. Worker contributions for health care have increased 300 percent over the past 10 years, Kirkland said.

Sen. Jim Sasser (D-Tenn.), chairman of the Senate Budget Committee, talks with AFL-CIO President Lane Kirkland after hearings on health care.

The AFL-CIO is seeking common ground and consensus among employers, government, health care providers and other participants, Kirkland said. The number of workers with limited or no coverage is at the very heart of the problem, he said. What is needed is ''a careful way of pooling our resources'' so that all are covered and the burden is fully shared, he added.

Kirkland quickly rejected financial ''disincentives'' to limit health care benefits as a means of containing costs, stressing that shifting financial costs to workers and their families does not limit the cost of health care services.

''Co-insurance plans and rising deductibles have not proved to be an effective means of controlling use,'' Kirkland insisted. ''Use of health services is determined by the medical profession,'' while shifting the cost burden only cuts benefits to workers, he added.

The AFL-CIO acknowledges that health care coverage is a ''daunting problem'' for employers, one that severely influences their bottom line, Kirkland said. ''But we're not going to find a way out of this mess by dumping it on the backs of workers. We have to work together — business, labor and government,'' he added.

Writers Guild gets ABC contract, focuses on CBS

Members of Writers Guild of America, East hammered out a three-year contract with Capital Cities/ABC, covering television and radio newswriters and others in New York and Washington.

The agreement came at the end of an all-night bargaining session that went past the Feb. 2 contract deadline. It replaces a contract bargained in 1987.

Mona Mangan, executive director of the Guild, called the agreement fair and equitable and said she's pleased that ''we were able to fight off major attempts by ABC to dilute the jurisdiction of the Guild.''

Negotiations are underway between the Guild and CBS for a contract for news staffs at CBS network and local TV and radio stations. The current contract will expire March 1.

Kirkland urges labor census participation

AFL-CIO President Lane Kirkland is urging union families to participate fully in the 1990 Census by completing the questionnaires that will be mailed to U.S. households next month.

''The information that comes from the census is used to make policies that deeply affect the health and welfare and living standards of all Americans,'' Kirkland said. The count of the nation's population also is used to apportion legislative districts, ''which in turn affects the distribution of political power,'' he added.

Questionnaires will be mailed to more than 100 million households, with residents asked to return the form to a census bureau office by April 1.

INSIDE

1 ***Kirkland sounds call for health care reform***

National health care reforms should be moved to the top of the legislative agenda, AFL-CIO President Lane Kirkland told the Senate Budget Committee.

2 ***OCAW sets pattern with oil industry pact***

The Oil, Chemical and Atomic Workers nailed down a new contract with Amoco that sets the pattern for agreements that will cover 40,000 oil industry workers.

3 ***Civil rights legislation targets court rulings***

A bipartisan coalition in the House and Senate has introduced civil rights legislation aimed at reversing the damaging effects of several Supreme Court rulings.

5 ***Study shows U.S. lags in education funding***

The United States trails most industrialized nations in the percentage of national income spent on primary and secondary education.

6 ***Social Security plan seeks to right wrong***

The AFL-CIO backs legislation to remove the Social Security trust fund from the federal budget, but urges protections first for retirees and domestic programs.

9 ***Transportation trades exhibit 'one voice'***

The AFL-CIO launches the Department of Transportation Trades to represent the 1 million workers in aviation, trucking, maritime, mass transit, railroad and related industries.

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AFL-CIO NEWS

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Council pushes health care, economic agenda

10 principles offered for new legislation on health care reform

By Candice Johnson

The AFL-CIO Executive Council offered ten principles for the development of legislation that would create a national health care system, and renewed its pledge to help affiliated unions beat back employer efforts to shift costs to workers.

In expanding the federation's national health care campaign, the council pressed for discussions among labor, employers, insurers, providers and other parties that will lead to reform of the health care system.

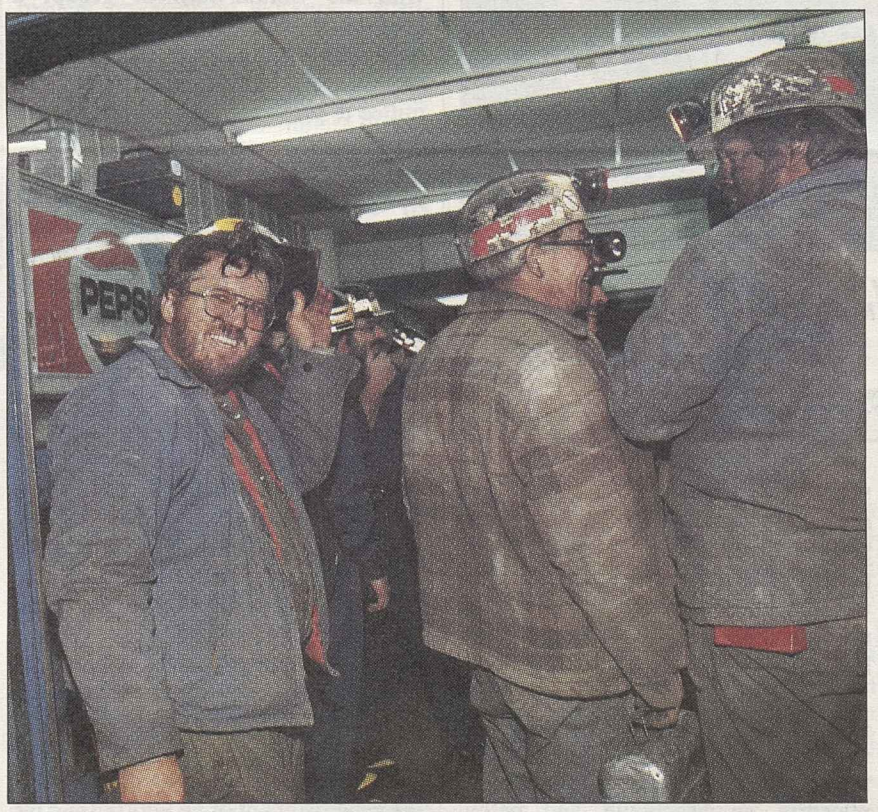
"Because of cutbacks in public programs, jobs that offer no benefits and efforts by employers to shift health care costs to workers, 50 million Americans have health care coverage that is inadequate to meet their needs and another 37 million have no protection at all," the council stated.

The federation has not put forward specific legislative proposals, AFL-CIO President Kirkland told reporters at a news conference, but is working to develop "a program that can attract the breadth and scope of support that will expedite legislation."

The ten principles issued by the council seek to ensure that any health care legislation improves the quality and administration of the care, provides for better access and helps to contain rising costs.

Other nations have successfully provided universal access to quality care while controlling costs "far more effectively than the chaotic and discriminatory system that we have in place," Kirkland said, citing national health care programs in Germany and Canada

Continued on Page 8



It was back to work for many miners after they ratified a contract with Pittston Coal Group. The ratification, announced at the Executive Council meeting, ended an 11-month strike by the Mine Workers. See story, page 5.

AFL-CIO urges plan to ease conversion for defense industry

By Michael Byrne
Bal Harbour, Fla.

Hailing the march of democracy across Eastern Europe as a time of opportunity, the AFL-CIO Executive Council called on Congress to begin planning for the conversion of military industries to peacetime uses.

The council statement urged legislation to create a national commission to help coordinate conversion activities, a business development program that would include tax incentives for conversion, and federal assistance to workers who may be displaced in the process.

The economic conversion statement was issued during the annual midwinter council meeting, which included conversations with political leaders and discussions of various campaigns and programs designed to boost the cause of workers during the 1990s.

In introducing the economic conversion statement at a news conference, AFL-CIO President Lane Kirkland noted that, "Precisely because the defense industry was built to meet the government's military requirements, the government has a unique responsibility to assure that these resources are effectively converted."

A national commission — composed of labor, industry and government representatives — should be supplemented by community committees in defense-dependent areas where conversion plans could be developed, the council said.

To assist workers in the transition, the council called for a "special federal unemployment system with similar benefits to those provided under the

Continued on Page 7

Court slaps OMB for obstructing safety disclosure rules

By Arlee C. Green

The AFL-CIO hailed a Supreme Court decision limiting the White House Office of Management and Budget's review of proposed federal job safety and health regulations, saying that it should discourage the budget office from a pattern of interference with these rules.

The court "made it clear that OMB overstepped its authority and it does not have the right to interfere in agency regulations that require the disclosure of information to workers and the public," said AFL-CIO Department of Occupational Safety and Health Director Peg Seminario.

The case involved the Steelworkers and Public Citizen Inc., which initially sued the Occupational Safety and Health Administration in 1983 for issuing a standard requiring disclosure of hazardous exposure in only the manufacturing industry.

After much legal wrangling, OSHA finally issued a standard in 1987 requiring nearly all employers to warn workers about hazardous substances, but submitted the rule to OMB under the Paperwork Reduction Act.

"The act does not authorize OMB to review and countermand agency regulations mandating disclosure by regulated entities directly to third parties," the court said in a 7-2 decision.

The act covers only information that agencies require to be reported or collected for the agencies' benefit, the court stated. It rejected OMB's contention that it was empowered by the act to review "information collection requests" and rules requiring the "collection of information," language that OMB argued extended to disclosure rules.

Over the years, Seminario said, the OMB has "consistently expanded its reach under Executive Order No. 12291 issued by President Reagan in 1981 and the Paperwork Reduction Act. This is the first time their actions have been held invalid."

Seminario said this ruling is important not only for the hazard communication standard, but also for other regulations on which OMB shortchanged workers.

She cited the requirements OSHA initially included in the formaldehyde standard that the substance be labeled as a cancer-causing chemical. OMB's objections led to their deletion, but "that should now be invalidated, too," she said.

The AFL-CIO charged that OMB continually has overstepped its legal limits in reviewing OSHA standards. OMB delayed and watered down the provisions of nearly every OSHA rule it reviewed under the Reagan and Bush administrations, Seminario said.

Continued on Page 12

Nordstrom tagged for shortchanging workers

Seattle

Nordstrom Inc., an upscale department store chain, shortchanged its workers by as much as $40 million, the Washington State Department of Labor and Industries concluded.

Nordstrom systematically violated state law by not paying workers for a variety of job duties, including delivering merchandise, taking stock of inventory, providing additional customer service, writing "thank-you" notes to customers and other required duties. Nordstrom also was found to have violated record-keeping requirements.

If the retailer does not comply with the order, a civil suit can be filed against the company, the labor department said. The agency said the case "is likely to be the highest wage claim" in the state's history and stressed that the violations were not "isolated incidents," but "employment practice patterns the company engaged in."

In addition to its West Coast stores, Nordstrom's newest operations are in Washington, D.C. area, where UFCW Local 400 President Thomas McNutt has called on the Virginia Department of Labor to open a similar investigation of Nordstrom practices.

"Nordstrom has violated the most basic ethic of the American workplace — that employees be paid for every hour they work," McNutt charged.

Along with the union's organizing campaign, Local 400 is "asking Nordstrom employees to calculate every minute spent assisting customers that they don't get paid for, and we'll work to get that money where it belongs — in the hands of Nordstrom workers."

In Seattle and Tacoma, the Food and Commercial Workers said it will sue Nordstrom for back pay and damages on behalf of the approximately 2,000 employees it represents if the retailer does not comply with the labor department's order. Under Washington state law, the union can seek double damages plus the back pay claims.

The state investigation was sparked by claims from UFCW Locals 1001 and 367 that wages averaging $5,000 per worker were owed by Nordstrom for work required to be done "off the clock."

UFCW Local 1001 has received pay claims from about 400 members charging that in straight-time calculations alone, Nordstrom owes them about $2 million.

"When off-the-clock work by all employees is considered and statutory penalties are assessed, the unions estimate the company's ultimate liability at more than $300 million," the local added.

The Seattle locals are in the midst of bargaining with Nordstrom for a new contract.

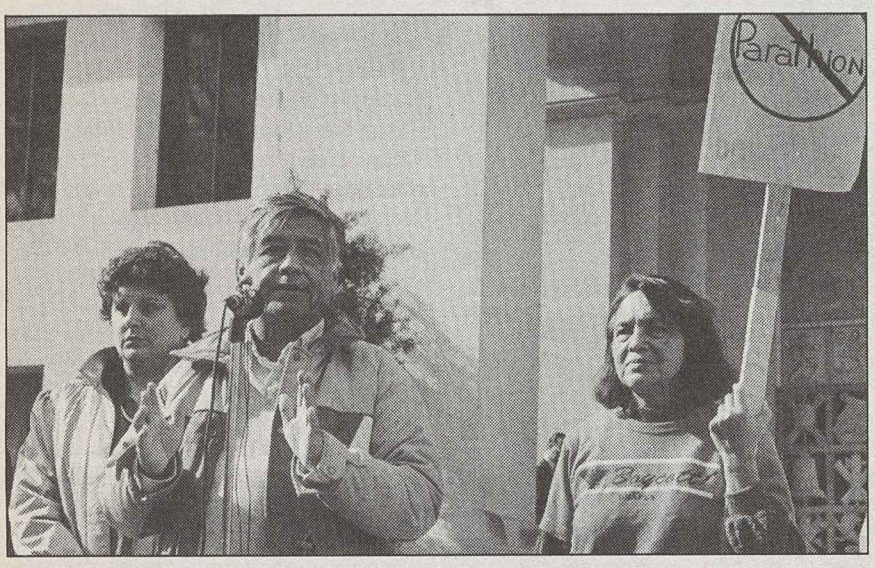
While Nordstrom maintains that the company is "one happy family," several workers interviewed recently by the Wall Street Journal told a different story.

The store's commission system — under which workers are paid a percentage of their sales, minus any customer returns — apparently entails tough quotas, intimidating memos, forced competition among clerks and steady pressure, workers reported.

One top saleswoman received a $100 paycheck for two weeks' work, the Journal reported, because the commission on one customer's $6,000 return was deducted from her earnings, even though the sale took place on the saleswoman's day off.

Working off the clock was standard practice — in fact, it was "crucial to elevating sales per hour," Patty Bemis, a comestics salesperson, recounted. Workers who fall below the required sales per hour rate are warned, then fired. Other workers reported that the time clock always seemed to be broken during "mandatory" meetings.

Nordstrom denies those charges as well as the finding by Washington state that it cheated workers of their earnings. On the contrary, company co-chairman Jim Nordstrom told the Journal that "people don't put in enough hours during the busy time. We need to work harder," he insisted.



UFW President Cesar Chavez leads rally pressing for a ban on five toxic pesticides. Chavez is flanked by Dr. Marion Moses and UFW Secretary-Treasurer Dolores Huerta, right.

UFW steps up fight on toxics

Sacramento, Calif.

Farm Workers President Cesar Chavez took his demand for a ban on five hazardous pesticides to the steps of the California capitol after a 25-year-old UFW member died while applying parathion, a highly toxic insecticide, to a field near Delano, Calif.

In urging Gov. George Deukmejian to ban parathion immediately, Chavez said, "Agribusiness and the agri-chemical industry reap their profits. The workers bury their dead. That is not the way it should be."

Jose Campos Martinez, 25, died while using parathion. "State officials are baffled because Martinez was an experienced applicator and was wearing protective clothing and equipment when the incident occurred....But we are not mystified because we know why" he died, Chavez said.

The UFW has tried for five years to get a state or federal ban on five chemicals — parathion; captan, a fungicide; dinoseb, a herbicide; phosdrin, an insecticide, and methyl bromide, a solvent used in insecticides.

Martinez left behind his widow, Veronica, and a four-month-old son.

ACTWU pact preserves health care benefits

New York

The Clothing and Textile Workers won a tentative 18-month agreement with the Cotton/Garment group, a bargaining unit of employers, that maintains health care benefits and establishes a labor-management committee to press for national health care reform.

Ratification votes at membership meetings began March 1. The contract directly covers 15,000 members who work in the South and Mid-Atlantic states, Maine and the Chicago-Central States area. Another 27,000 workers scheduled to negotiate new contracts this year also are affected by the agreement.

The union negotiating team, led by ACTWU President Jack Sheinkman, achieved the settlement just hours before the contract expired on Feb. 28. The key bargaining issue, as it has been in a growing number of union negotiations, was employer efforts to shift costs to workers by requiring co-payments.

While maintaining existing health insurance coverage, the contract cited spiraling health care costs in calling for a committee "to determine the best way to mount a joint campaign in support of the establishment of an appropriate national health insurance program and to implement such a campaign."

The agreement also provides wage improvements and builds on the safety and health committee established under the previous contract, adding joint study of industry-wide safety and health concerns.

The ACTWU members produce men's shirts, trousers and other cotton garments and work in distribution and retail centers.

At a national conference on "the Crisis in Health Care and its Impact on Collective Bargaining" held last month, Sheinkman vowed to fight for health coverage, telling union activists that "we may have to ask for your help — and we'll keep offering our help to all of you, like we did for NYNEX and the miners."

Joining Sheinkman were AFSCME President Gerald McEntee, Service Employees President John Sweeney and Oil, Chemical and Atomic Workers Secretary-Treasurer Tony Mazzocchi.

Calling health care coverage the most critical collective bargaining issue, the union leaders noted that some government commissions and employers have joined labor's call for review and reform of the nation's health care system.

The American Public Health Association, the Public Health Association of New York City and health educators and physicians also joined the conference.

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LEGISLATION

Bills seek to restore strike rights after permanent replacement rulings

By Mike Hall

Bills in the House and Senate seek to remedy court decisions that recently have made "permanent replacement" a part of the labor vocabulary, and which have been used to coax workers across the picket lines, or have striking workers fired outright.

The two bills, H.R. 3936 and S. 2112, would ban employers from hiring permanent replacements during a labor dispute and would prohibit preferential benefits to strikers who break the picket line and return to work.

Introduced in the House by Rep. Bill Clay (D-Mo.), H.R. 3936 has been referred to the House Education and Labor Committee. The Senate bill, sponsored by Sen. Howard Metzenbaum (D-Ohio), is pending before the Labor and Human Resources Committee.

The permanent replacement ban was the primary topic during the AFL-CIO Industrial Union Department's legislation conference held in Washington Feb. 28 and March 1. More than 700 delegates from 20 participating unions heard from Clay and Metzenbaum, as well as House Majority Leader Richard A. Gephardt (D-Mo.).

The use of permanent replacements "has disrupted the collective bargaining process and undermined stable labor relations," the IUD said in a background statement on the legislation. "Workers are intimidated into giving up a basic and legal right, the right to withhold their labor."

AFL-CIO President Lane Kirkland said during the midwinter Executive Council meeting in Bal Harbour, Fla., that strikebreaker legislation, while not the only aspect of the federation's concern with labor law reform, is a major objective.

The opening for the current wave of strikebreaking came in 1938, when the Supreme Court ruled in NLRB v. MacKay Radio and Telegraph Co. that it was permissible to hire permanent replacement workers. Few employers took advantage of the ruling, however, since the practice of hiring scabs was considered both morally and politically reprehensible by the public.

In the early 1980s, however, with the cover of an NLRB appointed by President Reagan, employers began using permanent replacements for striking workers, costing thousands of jobs:

- In 1983, Magic Chef hired permanent replacement workers, "scabbing" 1,300 members of the Molders and Allied Workers Union out of work.
- Phelps Dodge brought in scabs to replace striking copper miners during contract talks in 1983, forcing 2,400 UAW members out of work.
- Boise Cascade dumped its workforce for scabs in 1987, penalizing 2,300 Paperworkers who struck.

Workers at Colt Firearms, Continental Airlines, the Chicago Tribune, the National Football League and TWA all watched their jobs disappear when their bosses brought in scab replacements during strikes.

To make matters worse, the Supreme Court last year added another weapon to the employers' arsenal. It ruled that TWA acted properly when it offered preferential benefits and treatment to strikers who crossed the picket line and went back to work.

These rulings have had a chilling effect on the collective bargaining process. Employers out to break a union or extract unreasonable concessions from workers have little incentive to bargain in good faith. In many cases they may expect to permanently replace a unionized workforce by forcing a strike.

"Workers (in the 1980s) knowing that permanent replacement was a very real risk, were much less willing to exercise the right to strike," said Sen. Metzenbaum. "The number of strikes fell by 50 percent between 1980 and 1987. Yet the number of strikes where permanent replacements were hired increased by more than 300 percent in the same period.

"This bill restores the right strike to its correct status as a legitimate economic weapon for workers," Metzenbaum said.

Bahr: Put workers on all pension boards

Visclosky bill would protect single-employer funds

By Mike Hall

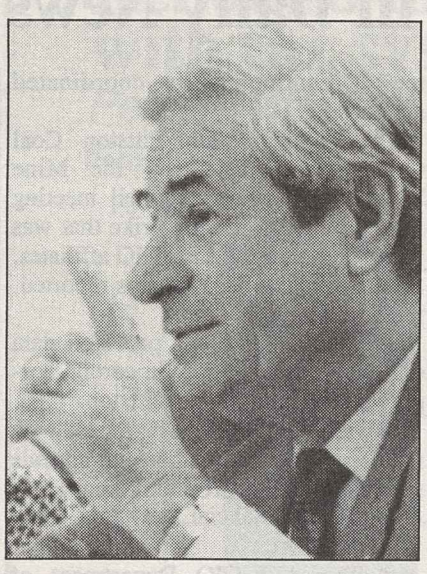
Pension fund raiders "are tearing a hole in the safety net of worker pensions," CWA President Morton Bahr told the House Labor-Management Subcommittee." He urged the passage of legislation to appoint equal representation of workers and employers on single-employer pension boards.

The AFL-CIO is backing a bill introduced by Rep. Peter Visclosky (D-Ind.), which would extend the same rights to workers under single-employer plans that have been enjoyed by 9.7 million workers covered by multi-employer pension plans since 1948.

Bahr pointed out that workers' assets in these single-employer plans, which have grown five-fold in the last decade, have been used in many financial schemes that actually have cost jobs.

"Among these practices are the use of worker pension assets to finance leveraged buyout (LBO) deals that result in the destabilization of companies, workers and their communities," he said. "At least 90,000 AFL-CIO workers have been stripped of their jobs because of mergers, takeovers and leveraged buyouts."

Bahr pointed to General Electric, where 9,500 workers lost their jobs when pension funds were invested in the LBO of Safeway. No workers from the seven unions represented at General Electric sit on the pension board, where decisions are made affecting the investment of their trust.



CWA President Morton Bahr

Pension funds of workers at Coca Cola and United Technologies also were used to invest in the 1986 LBO of Beatrice Foods, Bahr said. To service its debt, he said, Beatrice eliminated 8,300 jobs.

The federal pension protection law, ERISA, mandates that pension funds be used solely for the benefit of the plans' participants. Workers have a stake in seeing that their future retirement money is invested in a wise manner.

Under Visclosky's bill, workers on the pension plan boards would be in the position to object to investments in the junk bond market or other financially shaky schemes.

The bill's opponents complain that worker representation on the boards would make them unmanageable, the history of multi-employer pension boards refutes that. Workers have had equal representation on multi-employer boards since 1948, boosting the performance of those plans.

Bahr cited a Congressional Research Service report that shows that both multi- and single-employer pension plans have out-performed general market indexes. Multi-employer plans, with worker representatives, outperformed single-employer plans, "at a time when stability really counted — the 1987 stock market crash," he said.

Worker participation in single-employer plans is not unprecedented. Teachers are on pension boards in 44 states, and several private-sector unions have won seats on single-employer boards through negotiation.

At the New York Times, members of the Newspaper Guild Local 3 are on the board of trustees and oversee some $113 million in investments.

"The plan has a solid investment track record for the past two decades and boasts a $10 million increase in assets over the last year alone," Bahr told the subcommittee.

Joint trusteeship would also stop companies from stripping their pension fund assets through terminations and reversions, which have resulted in the purchase of annuities from junk bond-laden insurance companies. Those annuities, Bahr said, are not protected by the Pension Benefit Guaranty Corporation.

Capitol Digest

Unemployed workers are not getting the benefits they're entitled to because of "intentional underfunding of the system, which in turn becomes the rationale for restricting benefits or eliminating benefits to many unemployed workers," AFL-CIO legislative representative Bill Cunningham told the House Ways and Means Human Resources Subcommittee.

Cunningham spoke in support of H.R. 3896, The Unemployment Compensation Reform Act of 1990, which seeks to address the problem.

The federal taxable wage base, which funds the system, has been adjusted only three times since 1940 and since the last increase in 1983, the real value has declined by 20 percent, Cunningham pointed out.

SOCIAL SECURITY — The AFL-CIO outlined its plan to return the Social Security system to "pay-as-you-go" financing and for reducing the Social Security payroll tax. Karen Ignagni, director of the AFL-CIO Department of Employee Benefits, told the Senate Finance Committee that: the present financing system should continue until the Social Security Trust Fund reaches a 125-150 percent contingency reserve, when the payroll tax can be reduced to a pay-as-you-go level; the surplus should be removed from Gramm-Rudman-Hollings deficit calculations; the deficit-reduction time frame should be lengthened or revenue should be raised by making the income tax system more progressive; a separate Social Security agency administered by an independent three-person board should be created.

ILO CONVENTION — The AFL-CIO welcomed the Senate's 94-0 vote in favor of ratification of International Labor Organization Convention No. 160 on labor statistics. The United States already complies with the provisions of Convention 160, which was adopted by the ILO in July 1985. It requires ratifying governments to collect and regularly publish labor statistics.

HOUSING — In a letter to Rep. Henry B. Gonzalez (D-Texas), AFL-CIO Legislative Director Robert McGlotten urged that pending housing legislation address the needs of low- and moderate-income people. He expressed the federation's support for the bills, H.R. 1180 and S. 566, so long as they address: assistance for first-time home ownership; support for continued occupancy of present renters in privately owned subsidized housing; aid to continue needed housing production programs; new channels for assistance with federal funds for low-income housing.

To contact a member of Congress, write to: The Honorable (Senator or Representative's name), United States Senate (or House of Representatives), Washington, D.C. 20510 (Senate) or 20515 (House).

EXECUTIVE COUNCIL

Federation upbraids Bush for tilt to Lorenzo

By Candice Johnson

The Bush administration has again violated its pledge of neutrality in the Eastern Airlines dispute by awarding the carrier a $120 million contract, the AFL-CIO charged during the meeting of its Executive Council in Bal Harbour, Fla.

The federation vowed to continue its coordinated support for 8,500 striking Machinists, who are fighting against owner Frank Lorenzo's "corporate greed and intransigence."

IAM members and supporters are looking to Congress to override Bush's veto of a bill that would help resolve the year-long dispute by establishing a bipartisan panel to investigate and make recommendations on problems in the industry. An override vote is scheduled in the House the week of March 5.

During the council meeting, new AFL-CIO Vice President George Kourpias, president of the IAM, closely questioned Labor Secretary Elizabeth Dole about the $120 million military services contract with Eastern.

The IAM distributed to reporters an Eastern employees newsletter that bragged "we snatched away a lucrative contract with the Pentagon." The newsletter notes USAir and Delta did not get the contract and says the Pentagon couriers "fly five to seven times a week. They pay full fare, often first class."

Dole said she was not aware of the contract and promised to look into the matter. But she also reiterated to the council and to a press conference afterward that the administration does not believe an emergency board or other government intervention is needed.

Secretary of Labor Elizabeth Dole speaks to the council. Seated next to her are: President Lane Kirkland and Vice Presidents Susan Bianchi-Sand, Flight Attendants; Jay Mazur, ILGWU; and Richard Kilroy, TCU.

At a separate news conference, AFL-CIO President Lane Kirkland charged that the Bush position on Eastern showed "he is on the side of Mr. Lorenzo." Recommendations to appoint impartial emergency boards to help resolve transportation disputes "have been almost universally followed by both Democratic and Republican presidents," he said.

The unions involved in the Eastern strike and the AFL-CIO "have been more than willing to put the case to an impartial body" for its recommendations, something "Mr. Lorenzo did not want," Kirkland said.

"The administration responded to his position and not to the position of the working people whose lives have been so drastically affected by this case, or the communities that have suffered or the traveling public," he said.

In a letter to Bush, Kourpias said the contract exposed the administration's "naked pro-management intervention and bias" in favor of Eastern. He contrasted the administration's commitment to free trade unions in Eastern bloc nations with the contract award to an "anti-free union zealot" such as Lorenzo.

The council declared the Eastern strike "as solid as ever" and called on affiliates and state and local bodies to "continue their fullest possible support."

The council also criticized the federal bankruptcy court, which is "presiding over the liquidation of the company's most productive assets."

Lorenzo "is paying a high price for his refusal to bargain in good faith with his employees and for his efforts to dismantle a once-great airline," the council said, noting that Eastern is losing about $1 million a day while the stock price of Texas Air is in a tailspin.

Eastern was able to reach a shaky agreement with creditors to pay 48 cents on the dollar. The new agreement, adopted over the objections of the Pilots, Machinists and Transport Workers represented on the creditors committee, backs creditors' loans with Texas Air stock and holdings, with partial payment from Eastern operations.

But with much of that outstanding debt depending on increased business and leisure travel, Eastern is unlikely to succeed, the IAM said, noting that company projections are not accurate.

"Eastern will not meet its business plan because of the combined effect of our strike, the decline in traffic in the industry, the discounted fares in Eastern's markets, the sharp increase in fuel prices, the inability to win back travel agents, business travelers and frequent flyers, too many cancellations and continuing service problems," IAM District 100 declared.

Travel agents are steering customers away from Eastern, the Wall Street Journal reported, telling customers the carrier has "too many problems."

One agency auditing firm estimated that 20 percent of the travel agencies it monitors refuse to book Eastern flights for clients, the Journal said.

Coordinated campaign forged in Daily News contract fight

By Michael Byrne
Bal Harbour, Fla.

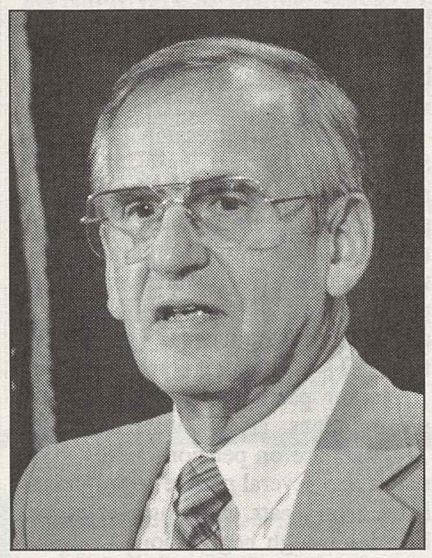
Ten local unions locked in a tense struggle to gain new contracts with the New York Daily News gained the collective support of the AFL-CIO as the Executive Council pledged a coordinated campaign on behalf of the Daily News workers.

The council's statement noted that the Daily News had reneged on a promise to the employees, in return for $100 million in concessions, to purchase $300 million in new presses and equipment necessary for the survival of the Daily News in the competitive New York newspaper market.

Instead, the parent Chicago Tribune Co. "has hired two notorious union-busting law firms in a campaign to slander employee productivity, break inter-union solidarity and destroy labor representation at the newspaper," the statement said.

The Daily News also "is recruiting potential strikebreakers from Florida and training others at a plant in New Jersey — a clear demonstration that management fully expects its demands will force a strike," the council said.

It called for all affiliates to support the Printing Trades Council "in its struggle to prevent the Tribune Company from destroying the collective bargaining process and to achieve a fair and honorable settlement that will preserve the New York Daily News."



Steelworkers President Lynn Williams

Support for the Daily News unions, represented by the Allied Printing Trades Council, is the latest in a series of projects developed under the aegis of the AFL-CIO Strategic Approaches Committee, chaired by Steelworkers President Lynn Williams, and the Coordinated Campaigns Committee, chaired by Carpenters President Sig Lucassen.

In a report to the council, Williams noted that four of the five projects undertaken by the committee in 1989 had resulted in contracts — two without resorting to the strike option. In the fifth, the Machinists' ongoing strike against Eastern, the Williams' committee is continuing its coordinated support.

The contract with Pittston Coal Group was ratified by the Mine Workers during the council meeting after a bitter 11-month strike that was joined by scores of AFL-CIO affiliates. Specific assistance, Williams reported, included:

- The UMWA was provided data on union pension funds in certain corporations connected to Pittston.
- AFL-CIO field staff assisted with major rallies in key cities and appeals to all state AFL-CIOs and local labor councils for financial and other traditional support.
- The AFL-CIO Department of Organization and Field Services provided a staff person to help the UMWA's mobilization of the religious community, which had a particular effect in rallying community support for the Mine Workers.

While the solidarity of the miners was the primary impetus to success, Williams said during a press conference, the Strategic Approaches Committee can "take a little corner of credit in the solidarity it brought from across the labor movement. We outreached the various communities, the religious community and all the rest."

Earlier, support for the Communications Workers and Electrical Workers helped gain a contract with NYNEX after a 16-week strike.

The AFL-CIO had geared up to assist the IBEW and CWA in their contract struggle with AT&T through "electronic picketing," but a settlement was reached without a strike in that case. In the NYNEX dispute, the CWA and IBEW were bolstered in two ways, Williams reported:

- A letter from AFL-CIO President Lane Kirkland asked major union and public shareholders of NYNEX to contact the company urging settlement of the strike.
- Arrangements were made for the unions to meet fund administrators through the Council of Institutional Investors.

Two disputes were settled without strikes. The Musicians gained a contract with the recording industry after an international campaign on behalf of the AFM and their free live concert fund, which was threatened by the record companies, many of whom are owned by foreign firms. The Department for Professional Employees and the international trade secretariats with which various AFL-CIO unions are affiliated contacted U.S. legislators and foreign employers on behalf of the Musicians.

"The word was out that the labor movement was going to come together," Williams told reporters.

The Writers Guild East reached agreement with Capital Cities/ABC on the night its contract expired, voiding the need for committee action.

Miners ratify Pittston pact, start back to work

Agreement maintains health care benefits, provides job security

By Candice Johnson

After 11 months on the picket lines, union miners began to return to work at Pittston Coal Group mines after approving a new contract that maintains company-paid health care benefits for miners, retirees and their families.

The UMWA members ratified the four-year agreement by a 63 percent margin, with 1,247 voting for the agreement and 734 against. Following safety training and mine checks, some miners were back on the job beginning Feb. 26.

To announce the settlement, Mine Workers President Richard Trumka and AFL-CIO President Lane Kirkland arranged a telephone conference call with UMWA Vice President and chief negotiator Cecil Roberts, who was in Castlewood, Va. Trumka gave Roberts the vote count and told him to send the UMWA members back to work.

Also on the line from Bal Harbour, Fla., where the AFL-CIO Executive Council was meeting, were Labor Secretary Elizabeth Dole, special mediator William J. Usery, UMWA Secretary-Treasurer John Banovic and John Vanderveken, general secretary of the International Confederation of Free Trade Unions, who headed an international commission on the Pittston situation. In late 1989, Dole visited Pittston sites and named Usery to help mediate the dispute.

In addition to maintaining employer-paid health insurance — a key issue in the strike — and implementing a new health care cost containment measure, the agreement provides a raise of $1.20 an hour over three years plus a $1,000 signing bonus.

Pittston also agreed to hire UMWA members for four of every five jobs at the company's unorganized facilities and for 19 of every 20 jobs needed by subcontractors on Pittston properties.

Pittston will continue payments to the industry-wide health and pension benefit funds and, for the first time since 1978, will participate in the industry's 1974 benefit fund, which protects beneficiaries whose employers have gone out of business.

In exchange, Pittston can institute alternative work shifts and weeks, with workers rotating on 10-hour, four-day shifts or on 28-day shift schedules, requiring up to seven consecutive work days before four days off.

At a news conference in Bal Harbour, Kirkland credited coordinated action by organized labor with a role in resolving the Pittston dispute. The federation's ability to rally "the total resources of the trade union movement in support of any of our brothers and sisters" is an expression of "the fundamental principles of the trade union movement."

Through the AFL-CIO Strategic Approaches Committee, chaired by Steelworkers President Lynn Williams, unions "locked in a very difficult and important struggle" can seek "solidarity action by the trade union movement at large," he said.

But union solidarity in one country is not enough, Kirkland said. In the Pittston strike, the solidarity support and assistance rendered by Vanderveken and ICFTU affiliates played an important role in resolving the dispute, he said.

The ICFTU role included visits by the ICFTU committee — including representatives of Poland's Solidarnosc — to strike sites and meetings with Pittston management, the secretary of labor, the governor of Virginia and other parties, Kirkland added.

Still pending are $64 million in fines levied by Russell County, Va., judge Donald McGlothlin Jr. McGlothlin rejected a joint proposal by both Pittston and the UMWA to drop the fines in exchange for an extended period of community service by union members. The Mine Workers will be back in McGlothlin's court the week of March 5.

Trumka directed that the agreement be put to a ratification vote even though McGlothlin had not ruled, declaring that union miners "have waited long enough" for justice in the courts. The UMWA "will continue to defend the interests of our members and the organization in the courts," he said.

Earlier, federal courts in Virginia and West Virginia reduced or dismissed outstanding fines against the union, and the National Labor Relations Board resolved unfair labor practice charges brought by both sides, leaving McGlothlin the only apparent impediment to finally ending the dispute.

Talking up the Pittston Coal agreement with union representatives in the Virginia coal fields are, from left, ICFTU's John Vanderveken, mediator William J. Usery, Labor Secretary Elizabeth Dole, AFL-CIO President Lane Kirkland, and UMWA President Richard Trumka and Secretary-Treasurer John Banovic.

Labor's image on the upswing, Roper concludes

Bal Harbour, Fla.

Labor's image is clearly on the rebound from the bad days of the 1980s, a Roper pollster told the AFL-CIO Executive Council.

Edward B. Keller of the Roper Organization did not report on any one poll, but on a compilation of 15 years of Roper data on union questions, which show a clear upward trend. The AFL-CIO is one of 40 customers who subscribe to Roper Reports and therefore gets such special analyses.

In trade union matters, Keller reported that the Roper Poll found:

A "dramatic increase" in the number of Americans who have a high or fairly good opinion of labor leaders — up from 36 percent in 1982 to 44 percent in 1986 and 50 percent last year. Keller said use of the term "union leader" instead of "labor leader" reduced that good opinion to 43 percent instead of 50 percent. More people now think that unions "need to do a great deal more to improve the quality of life of workers." That figure is up nine points since the mid-1970s, to 26 percent. Conversely, the number of people who think that "unions have already gone too far" is down 11 percent to 25 percent.

More Americans say they instinctively side with the union (33 percent) than with the company (25 percent) when they first hear of a strike and before they've heard any of the details. That is a drastic change from 1977 when Roper found more people siding with the company, 32 percent to 28 percent.

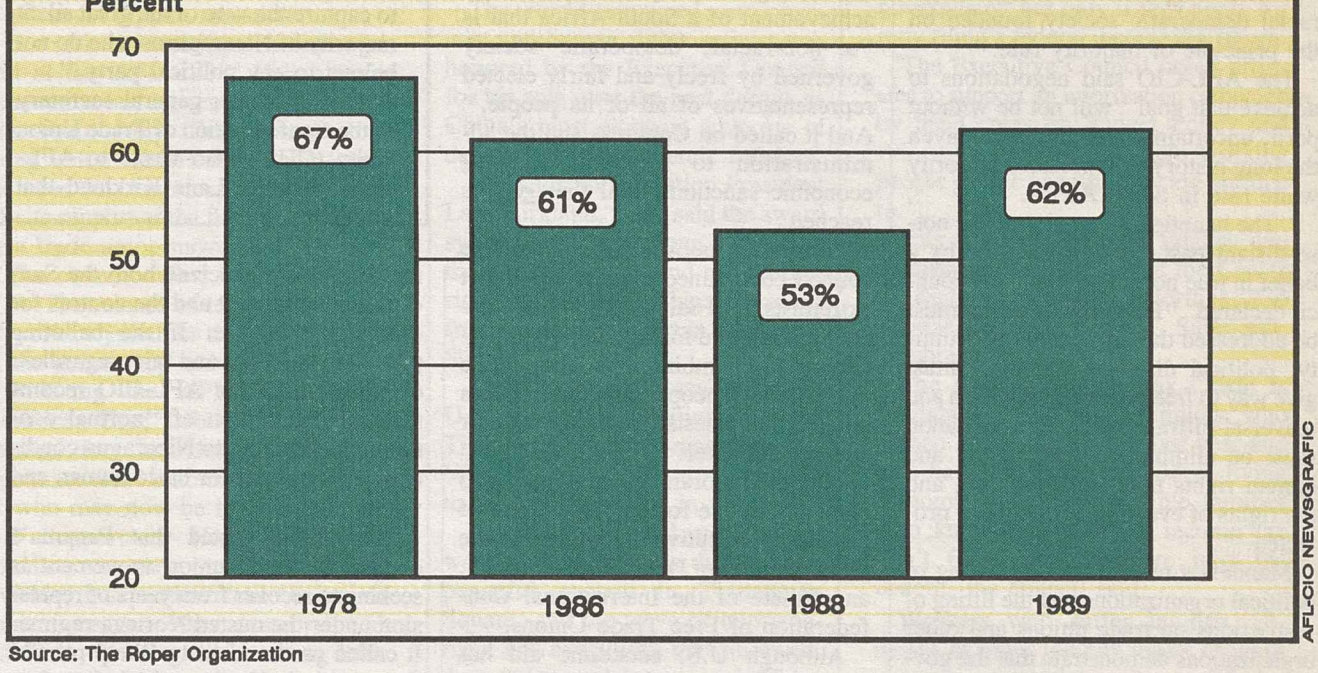
The Roper findings match a finding of the Gallup Poll in 1988, which found 61 percent of Americans "approve of unions." That was the highest mark since 1967, and up dramatically from the Gallup readings of 55 percent in both 1979 and 1981.

Keller also found declining job satisfaction among U.S. workers in comparing 1988 data with 1976. For example, "personal satisfaction from work" declined from 46 percent to 37 percent and for the first time, more workers cited their leisure time as more important to them than their work time.

On public affairs issues, Roper's findings matched other findings on the growing concern with health care cost and protection. It also found that dissatisfaction with the U.S. tax system had grown to 62 percent of the population, compared with. 53 percent in 1988.

Rebound in dissatisfaction with tax system

Percent who feel system is unfair



Source: The Roper Organization

Trade favor for Soviets tied to rights

ICFTU General Secretary John Vanderveken addresses the council as AFL-CIO President Lane Kirkland listens.

Bal Harbour, Fla.

The AFL-CIO recommended special trade benefits to the Soviet Union providing that the Kremlin accords basic worker and human rights to its citizens.

During the current period of ''tumultuous change'' throughout the Soviet empire, American foreign policy must focus on ''the strengthening of independent democratic life in the USSR,'' the Executive Council declared.

At the heart of these changes has been the emergence of independent democratic popular fronts in the various Soviet republics, the creation of free, mass-based trade unions, and the appearance of cultural, ecological and religious groups all pressing for a new social order, the AFL-CIO pointed out.

The political upheaval inside the Soviet Union is driven by internal economic crises, the federation said, and the USSR's eagerness for admission to the international economic community ''can be used as a constructive lever to propel the process of democratization in the USSR.''

To encourage a continued shift to a more open Soviet society, the AFL-CIO threw its support behind a one-year trial extension of most-favored-nation trade status to the USSR and separately to Lithuania, Latvia and Estonia. That trial period would be subject to congressional review and ''conditioned on Soviet respect for basic worker and human rights.''

As the Soviets open the door to a market-based economy, the council said, Congress should enact legislation mandating a code of conduct for U.S. corporations doing business in the USSR. That code of conduct was identified as the Slepak principles, named after Vladimir Slepak, a Soviet emigre.

''We urge Congress to stipulate that U.S.-Soviet joint ventures respect the right to freedom of association, including the right to strike, collective bargaining and protection for independent unions,'' the statement said.

It also called on the government to strictly monitor the prohibition in US. law against importing goods made ''wholly or in part by convict or forced labor'' in the USSR.

Although the council forecast the emergence of ''new and more powerful worker-led movements'' in the months ahead, it conceded that many of these independent trade union groups presently are denied full legal status, prevented from collecting dues and obstructed from freely publishing.

These groups are operating ''on the legal margins of society,'' the federation declared as it committed American labor to assisting them ''morally and materially.''

The AFL-CIO said it would continue to ''intensify contacts with counterpart independent worker movements in the USSR, while shunning the state-controlled union fronts of the All-Union Central Council of Trade Unions.''

The council declared:

''Every human rights and democratic trade union activist from the USSR that has met with AFL-CIO officials has endorsed our longstanding policy of shunning the state-controlled unions.

''Today, as Soviet workers are creating their own free institutions, the AFL-CIO will not give moral aid and comfort to state instruments that for so long have stifled free association and harmed worker interests.''

Release of Mandela called first step in overdue reforms

Bal Harbour, Fla.

The release of Nelson Mandela after more than 27 years in prison is a long-awaited milestone on ''the road to a new South Africa,'' the Executive Council declared, but ''major barriers'' must be overcome before the goal of majority rule is reached.

Hailing Mandela as ''a living symbol of...the courage, the will, and the determination of the people of South Africa to end racial inequality,'' the federation predicted he would play a ''pivotal'' role in establishing a ''non-racial democratic society founded on the principle of majority rule.''

The AFL-CIO said negotiations to achieve that goal ''will not be without peril, uncertainty and distrust,'' given the long history of repressive minority white rule in South Africa.

''The haunting memories of the not-so-distant past must be replaced by a belief in true non-racialism,'' the council declared. ''Economic inequity must be addressed through equal opportunity; political disenfranchisement must give way to free political expression and universal suffrage; social discrimination must be eliminated; trade union and human rights must be preserved, and the rights of every minority group protected.''

Mandela's release, the legalizing of political organizations and the lifting of restrictions on trade unions and other organizations demonstrate that the government in Pretoria ''has finally seen the writing on the wall,'' the council said. It called for immediate steps to:

- End the state of emergency that has spawned ''violence, chaos and a siege mentality.'' Successful negotiations ''cannot be conducted in an atmosphere of tension, hostility and armed occupation.''
- Repeal the Areas Act, the Population Registration Act, the Separate Amenities Act and the Land Dispensation Act, which are ''the cornerstones of apartheid.'' Negotiations ''cannot commence when one party...is subjugated by the other.''
- Release of all remaining political prisoners.

The AFL-CIO also urged South Africa to guarantee the anti-apartheid leadership's right to travel both domestically and internationally.

The federation restated its historic commitment to the struggle against the last vestiges of apartheid and the achievement of a South Africa that is ''a non-racial, democratic society governed by freely and fairly elected representatives of all of its people.'' And it called on Congress and the administration to maintain existing economic sanctions until that goal is reached.

Turning to its own hemisphere, the council condemned rightist and leftist extremists in El Salvador for their ''appalling disregard for human rights,'' including the bombing of a labor office that killed ten people, and the murders of six Jesuit priests, their housekeeper and her daughter.

The Salvadoran government also came under fire for the false arrest of the entire executive committee of the Confederation of Democratic Workers, an affiliate of the International Confederation of Free Trade Unions.

Although U.S. economic aid has helped keep the faltering Salvadoran economy afloat, the council said, its benefits have ''flowed disproportionately to the Salvadoran business elite, bypassing workers and the poor.''

Congress and the Bush administration were urged to restructure aid to support vocational training, housing, rural community development, agricultural credit and health clinics.

On the eve of elections in Nicaragua, the federation criticized both the Sandinista government and the contras for campaign violence. If the balloting proves to be ''free and fair, regardless of who wins,'' the AFL-CIO recommended resumption of ''normal economic ties and aid to Nicaragua conditioned on respect for basic human and worker rights.''

The council noted that Panama's democratic trade union movement is seeking to recover from years of repression under the ousted Noriega regime. It called on the U.S. to ''help rebuild democratic institutions, including free trade unions and alleviate the social inequalities that have plagued Panamanian workers.''

The AFL-CIO also expressed concern over threats to free trade unionism and abuse of human rights in Costa Rica, Guatemala and Honduras.

In other international affairs policy statements, the Executive Council:

- Called the defeat of Chilean dictator Augusto Pinochet ''a remarkable triumph for human rights and worker dignity,'' and urged President Bush to restore Chile's eligibility under the Generalized System of Preferences. The AFL-CIO emphasized that economic sanctions imposed on Chile to protest the worker rights abuses helped contribute to ''the renewal of democracy in that country.''
- Condemned the wholesale violations of basic human and trade union rights in Burma and denounced forthcoming elections — the country's first in 29 years — as a ''charade.'' The U.S. government suspended economic aid to Burma last year, and acceded to an AFL-CIO petition to cancel Burma's trade privileges under the Generalized System of Preferences. But America's allies — particularly Japan, Singapore and Thailand — continue to support a regime ''so fearful of democracy that it murders its own people by the thousands.''

Free trade unionists hail election win in Nicaragua

Independent trade unionists of Nicaragua cite mandatory military service as a major factor in the stunning defeat of the Sandinista regime of Daniel Ortega in the Feb. 25 elections.

The victory of Violeta Chamorro can be attributed to the consistency with which her party pushed ''to abolish both obligatory and reserve military service,'' the unionists said.

''To a great extent, we believe those are the reasons UNO was able to capture the vote of the great silent majority of Nicaraguans who do not belong to any political party.''

Alvin Guthrie, general secretary of the Confederation of Trade Union Unity (CUS), also wrote to AFL-CIO President Lane Kirkland that ''Nicaraguan citizens appeared to be free to cast their ballots in secrecy and make a genuine choice.''

Guthrie, a candidate himself, was elected almost unanimously as the principal assemblyman for the Autonomous South Atlantic Region.

An AFL-CIO observer delegation, with 31 representatives from the federation and 11 affiliated trade unions, worked with trade unionists from Venezuela, Costa Rica, England and Poland. They visited more than 140 polling places on election day.

Guthrie expressed hope that the election result ''will allow us to begin the construction of a true democracy with social justice for workers and farmers.''

Council seeks measures for economic conversion

Continued from Page 1

earlier Trade Adjustment Assistance program.''

The statement also called for expansion of training, retraining and placement programs including adequate funding of the Employment Service, and adequate health insurance protection for displaced workers.

Council visitors included House Majority Leader Richard A. Gephardt (D-Mo.) and Majority Whip William H. Gray III (D-Pa.), along with Secretary of Labor Elizabeth H. Dole, International Confederation of Free Trade Unions General Secretary John Vanderveken, Roper pollster Edward B. Keller and Committee for Public Integrity Director Charles Lewis.

In addition, Democratic Party Chairman Ron Brown and a host of 1990 Senate and gubernatorial candidates met with the COPE operating committee, which comprises the political directors of affiliated unions. Brown and AFSCME President Gerald W. McEntee met with reporters about the work of Project 500 in the 16 state legislative races affected by redistricting after the 1990 census.

When reporters asked about relations with the Bush administration, Kirkland cited improvement ''in terms of tone and civility, if you compare it to the Reagan years. But our relations with any administration, Democratic or Republican, hinge on issues.''

One issue on which Kirkland took exception to the Bush administration is the use of the Racketeer Influenced and Corrupt Organizations statute, which was cited in a Justice Department suit Feb. 14 that seeks to exert federal control over six Longshoremen's locals at the New York-New Jersey waterfront.

''We are steadfastly opposed to the concept of government trusteeship over any element of the free trade union movement,'' Kirkland said. ''We think it is a dangerous authority to give to any governmental power.''

Kirkland pointed out that, under the precedent of invoking the RICO law for two instances of alleged criminal acts within a 10-year period, ''you would have grounds under RICO to put the entire federal judiciary under trusteeship,'' since four federal judges have been convicted within that time frame.

New York and New Jersey longshoremen have been under supervision since 1951 by the New York-New Jersey Waterfront Commission, which has a $7 million annual budget and claims to be effectively limiting vice, Kirkland said.

''And along comes the Justice Department and decides to put on another layer,'' Kirkland said. ''Are they supervising the Waterfront Commission as well as the rest of it, or is this all a P.R. game?''

In another matter, Kirkland appointed a 17-member Committee on Reproductive Issues, chaired by UFCW President William H. Wynn, to develop a federation policy on abortion.

''I do not think the committee will be moved by threats or suggestions of reprisals,'' Kirkland said of an extensive letter-writing campaign. ''I think the committee will address the issues fairly and rationally and on the merits.''

In other action, the council:

- Reiterated the federation's support for Sen. Daniel Patrick Moynihan's pay-as-you-go plan for Social Security, with protections added to ensure benefit security and to avert massive cuts in federal programs.
- Urged Congress to enact legislation establishing a publicly financed, mandatory federal fish inspection program.
- Heard a report from TCU President Richard I. Kilroy and Teamsters Vice President Walter Shea on the founding convention of the new AFL-CIO Department of Transportation Trades. Kilroy was elected chairman and Shea secretary-treasurer of the new department on an interim basis. Shea said tentative plans call for Transportation Trades to be headquartered near the Carpenters and Teamsters buildings, close to Capitol Hill.
- Heard a Boycott Committee report from Vice President Owen Bieber of the UAW, who described the ongoing Shell boycott as ''more important than ever with the unfolding of events in South Africa.'' Bieber, who praised the contributions of affiliate members, and especially the Mine Workers, said the campaign would be stepped up with nationwide rallies and demonstrations during the week of March 18-24. American labor launched the boycott against the Dutch-owned Shell Oil Co. because of its mistreatment of black trade unionists at mines that Shell owns in South Africa.
- Heard a Community Services Committee report from Vice President Vincent R. Sombrotto, president of the Letter Carriers, who noted that the department now has 226 community service liaisons in 180 communities representing 47 unions. Activities during 1989 have included ''helping people in need, strike assistance, disaster relief, special projects and strengthening relationships at the national level with the United Way of America, the American Red Cross and Boy Scouts of America,'' Sombrotto said.

House Majority Leader Richard Gephardt, with Whip William Gray seated at left, addresses the Executive Council.

Stern China sanctions urged to replace failed Bush policy

Bal Harbour, Fla.

Roundly condemning the Bush administration's ''duplicitous and disgraceful'' foreign policy that ''kowtows'' to the dictators of the People's Republic of China, the AFL-CIO Executive Council called for stern economic sanctions against ''the repressive Chinese regime.''

The White House settled for a ''woefully inadequate'' response to last June's Tiananmen Square massacre, the council charged. And less than a month later, while arrests and executions of workers and students were still taking place, President Bush sent the first of two secret high-level missions to China ''to toast the butchers of Beijing.''

The federation accused President Bush of ''operating under amoral geopolitical and economic calculations which undermine the credibility of America's leading position in the world as a defender of human rights.''

The best way to convince the Beijing government of the need for social, political and economic reform, said the council, would be ''to end China's most-favored-nation trading status, to rescind its eligibility under the Overseas Private Investment Corp., and to prevent its membership in the General Agreement on Tariffs & Trade.''

The council acted after receiving a detailed report from the AFL-CIO Committee on China, created in February 1989 when the pro-democracy movement first began surfacing in China.

Last May, the committee noted, Beijing Workers' Autonomous Federation (WAF) came into being to challenge the government-controlled All-China Federation of Trade Unions (ACFTU). It had signed up tens of thousands of members in the few weeks before the Tiananmen Square massacre.

In a series of meetings that followed, and at the AFL-CIO's 18th biennial convention last November, the federation heard from Chinese and Hong Kong union leaders who underscored the need for American labor to intensify its support of the fledgling independent trade union movement in China.

The council called for:

- The release of tens of thousands of workers jailed for their involvement in the democracy movement.
- Using the AFL-CIO's Asian-American Free Labor Institute as a channel for expanded contacts with ''genuine trade unionists still in China or who may now be in exile.''
- Support for Hong Kong trade unionists who are committed to building ''viable, independent trade union organizations and other democratic institutions,'' noting that a strong labor movement in Hong Kong can be an ''important influence in China'' when that former British colony reverts to Chinese control in 1997.
- A review of the situation in China by the United Nations Commission on Human Rights.
- International Labor Organization pressure on the Chinese government and its ''puppet labor federation,'' AFCTU, to safeguard worker rights.

Fang Lizhi receives Meany rights award

Bal Harbour, Fla.

One of China's strongest voices of opposition to the repressive communist regime, Fang Lizhi, has been awarded the AFL-CIO's prestigious George Meany Human Rights Award for 1990.

The world-renowned astrophysicist and human rights activist was honored by the Executive Council for his role over the past decade as China's most eloquent advocate of democracy and academic freedom.

In a letter to federation President Lane Kirkland, Lizhi said the award symbolized ''the strong support to the pro-democratic and pro-worker rights movement of China's workers from their counterpart in the United States.''

Lizhi has been in asylum in the U.S. Embassy in Beijing since the Tiananmen Square massacre last May and was unable to come here to receive the award in person.

Despite the brutal murders of workers and students during their peaceful protest in Tiananmen Square, and the wave of imprisonment and executions that followed, the trend toward democracy in China is ''irresistible,'' Lizhi wrote.

''Once people see the truth, there is no way to make them return to ignorance,'' the Chinese dissident declared, expressing his belief that the struggle for human rights and worker rights will prevail in the People's Republic of China ''in a not too far future.''

Income tax credit may aid some workers

Bal Harbour, Fla.

Working families may be entitled to a tax rebate from the federal government, but only if they apply for it by filing a federal income tax return.

The Executive Council urged affiliates to support an information campaign by the Center on Budget Policy and Priorities intended to ''help working people get the benefits they are entitled to.''

Kits and fact sheets in English and Spanish are available from the Center on Budget and Policy Priorities, 236 Massachusetts Ave., N.E. Suite 305, Washington, D.C. 20002.

The Earned Income Tax Credit is available to working families who earned less than $19,340 last year and who have one or more children living at home. But many eligible families who know they owe no income tax don't file — and therefore miss the benefit, the council said.

Workers who suffer lay-offs, illnesses or other lengthy losses of work time are among those who qualify for the benefit. The Machinists are urging union members who have been on strike at Eastern Air Lines for a year to check their eligibility and file returns to get the refund.

Families with earnings of $6,500 to $10,240 qualify for the maximum government benefit of $910, and lesser amounts are available to those with incomes between $10,240 and $19,340.

Health care woes seen in bargaining

Continued from page 1

as examples of systems that work.

The federation is not suggesting that any particular model be superimposed on the United States, ''but there is a vast body of experience around the world in operating and managing systems of national health insurance and national health care'' that should be considered, he said.

Health care costs increasingly have become a problem in contract negotiations, forcing a growing number of strikes and work stoppages since 1986, according to a Service Employees study unveiled by SEIU President John Sweeney, who chairs the council's health care committee.

With health care costs ''totally out of control,'' workers and their unions ''are more inclined than ever to strike to protect their health care benefits and employers are equally determined to shift costs to workers,'' Sweeney said. ''The only solution is a systemic change in the way we provide health care.''

The report, based on statistics from the Bureau of Labor Statistics and the private Bureau of National Affairs, measured the role of health care costs and benefit changes in strikes and contract settlements from 1986-1989.

The survey found a dramatic increase in strikes related to health care issues during that period. In 1986, health benefits were the key factor involving 18 percent of all striking workers. But three years later, that share climbed to 78 percent of all striking workers.

Over that same period, a growing percentage of contracts produced higher out-of-pocket expenses for workers — through higher deductibles, co-payments, employee-paid premiums and stoploss, which is the maximum amount that employees have to pay.

Workers' contributions toward family coverage, for example, jumped about 19 percent each year during the 1986-1989 period. In 1989, 14 percent of settlements reporting on health benefits included changes in deductibles, compared to 10 percent in 1986, while changes in premium-sharing rose to 6 percent in 1989 settlements from 3 percent in 1986.

And while union workers fare better than non-union workers in maintaining better coverage and resisting cost shifting, health care costs are taking a increasing portion of all workers' after-tax income, the report found, with real wages declining as cost sharing spreads.

''Employers increasingly see the cost escalation as out of their control and are challenging the accepted view of who has primary responsibility to pay for health care,'' the study said.

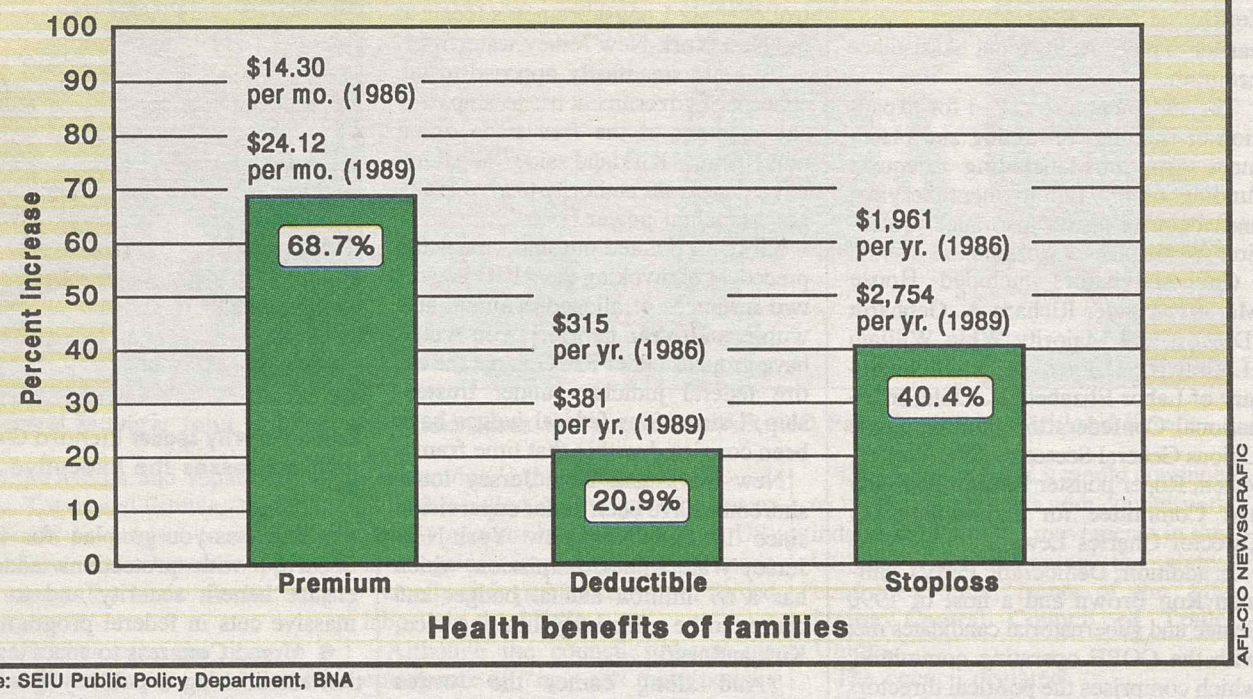
But ''on the other side, workers are aware that management's instinctive reaction of saddling workers with the health care bill is no solution at all, producing ''a reduced standard of living and decaying benefits. That's what is forcing workers to the picket lines in growing numbers,'' it continued, but ''both sides are losing.''

The study cited cases in every sector of the economy where union members walked picket lines to maintain adequate health benefits:

- Communications Workers and Electrical Workers maintained a four-month strike against NYNEX, resisting management's demand that workers pay a portion of their health premiums.
- SEIU members spent three weeks on the picket lines before San Francisco Affiliated Hospitals withdrew its demand that workers pay up to $2,000 a year for dependent coverage.
- More than 2,000 UAW members struck a Borg-Warner Corp. plant in Indiana for 53 days to defeat a company demand for higher limits on employees out-of-pocket expenses.
- In the nearly year-long Mine Workers walkout at Pittston Coal, health care coverage for workers and retirees was a key issue.
- Negotiations affecting 42,000 garment workers are focusing on management demands for cuts in health care benefits.

Worker families pay more

Percent increase in average out-of-pocket costs for union workers' families: 1986 to 1989



Source: SEIU Public Policy Department, BNA

AFL-CIO's 10 points for health care

Universality — Through federal legislation, make health care a right for all Americans regardless of age, sex, race, health status, employment or income.

Public accountability — Assure that the program is administered by an independent entity. Provide opportunity for the participation of labor, management, consumers and the health-care community in development and implementation.

Affordability and accessibility — Require that health care be provided in a manner that assures affordable services, and that out-of-pocket charges do not limit access.

Comprehensiveness — Assure all Americans a federally mandated set of comprehensive health-care benefits. Develop a national program to provide access to services for long-term and chronic health conditions.

Equitable and progressive financing — Require all employers to contribute to the cost of health-care benefits for employees, including part-time workers and their dependents. Rechannel federal and state revenue sources and, to the extent necessary, explore other sources of revenue, including tax-based financing. Link employee contributions with ability to pay.

Fairness — Assure that the unemployed, the poor and their dependents have affordable access to health-care services.

Portability — Guarantee all Americans, regardless of where they live, access to the same mandated package of benefits.

Cost containment — Require the development of mechanisms to contain rising health care costs. Establish guidelines that prohibit providers from charging patients more than they are paid under the program. Substantially reduce paperwork and red tape in the system and develop health-care information systems to provide data on the cost and quality of health-care services. Develop a process to manage the expansion or updating of existing health-care facilities, as well as the acquisition and proliferation of new health-care technology.

Quality assurance — Develop appropriate mechanisms to encourage the delivery of high quality services and an equitable and cost-effective system for handling medical malpractice. Better coordinate existing medical research and commit the resources necessary to achieve the nation's health-care objectives.

Public/private administration — Establish national standards for the program at the federal level. Pooled funds should be available at the federal, state or regional level for the purchase of affordable, community-rated coverage administered through insurers or other third parties.

IUD unveils worker investment fund for corporate buyouts

By Michael Byrne
Bal Harbour, Fla.

The Employee Partnership Fund, designed to help employees put up equity investments in corporate buyouts, was introduced by the AFL-CIO's Industrial Union Department.

''A buyout fund with the union label,'' as it was described by IUD President Howard Samuel, will be operated independently by Keilin and Bloom, a partnership of employee buyout veterans Eugene Keilin and Ron Bloom. The IUD endorses the fund and will serve as an adviser.

''This fund embodies the convergence of labor's need to come to the table and Wall Street's recognition that employee loyalty is a necessary asset in financial transactions,'' said Jack Sheinkman, president of the Clothing and Textile Workers and chairman of the IUD Committee on Pension and Benefit Fund Policy.

''The fund is set up to fill a unique place in the market, for economically viable transactions which will provide employees with substantial ownership,'' Sheinkman said.

Sheinkman pointed out that employees often have been stymied in their efforts to buy into their companies because of a lack of equity financing. They have had to make wage concessions as a part of the deal, and have had to give up control.

A typical transaction under the new fund would involve employees purchasing a majority ownership interest in their company through an Employee Stock Ownership Plan (ESOP) with the fund taking a minority stake in the equity investment.

Keilin said public and private pension funds would be targeted along with institutional investors as the primary source of investment in the fund.

Keilin said he expects the fund to be in operation by the end of the year, and hopes to raise $100 million to $200 million — enough to provide equity investments in buyouts in the $250 range.

Keilin and Bloom formed the new investment firm following work with Lazard Freres & Co., where they helped structure employee buyout plans at Wierton Steel Corp., Oremet Corp., Northwestern Steel and Wire, and United Airlines.

They continue to represent the Air Line Pilots in efforts to buy United.

Keilin and Bloom see a continuation of the buyout trend, despite the collapse of the junk bond market, which led to the bankruptcy of buyout kingpin Drexel Burnham Lambert.

''Whether the junk bond market is good or bad, companies are bought and sold every day,'' Bloom said. ''Often it is the foreign companies who move in with the plan to downsize the operation and cut jobs. This fund will give the employees the opportunity to participate.''

As an adviser, IUD will help individual unions and the fund directors evaluate potential transactions. No deal would be allowed to go forward that did not have a good prospect for success, Sheinkman said.

Workers Memorial Day focus on 'right to act'

By Arlee C. Green

Workers Memorial Day will be observed across the nation on April 28 to pay tribute to those killed, injured or diseased on the job and to underscore the need to update and expand the Occupational Safety and Health Act.

Federation safety director Peg Seminario told the Executive Council that the thrust of this year's observance focuses on reform of the safety laws to give workers "real, true role" and a voice in safety and health on the job. She stressed that workers need the "right to act" to correct job hazards.

Seminario said the AFL-CIO will put a special emphasis on eight sites — Atlanta, Cleveland, Denver, Milwaukee, Portland, Me., Spokane, Wash., Mobile, Ala., and the Texas Gulf Coast area. The sites were chosen based on geographic diversity, safety concerns and worker populations.

In Georgia, poultry processors have carpal tunnel syndrome; in Colorado, nuclear workers at the DOE's Rocky Flats facility lack OSHA coverage; in Ohio, steel and manufacturing workers face a variety of hazards; Alabama shipyard workers encounter different perils; Maine has the highest per capita occupational death rate; Wisconsin has construction and manufacturing workers; Washington workers are at risk in logging, high technology, chemical and aerospace industries; and on the Gulf Coast, oil industry workers are endangered by untrained subcontractors.

Seminario also showed the council a new 10-minute videotape, produced by the Labor Institute of Public Affairs, that features footage from last year's Workers Memorial Day activities, "the kind of things we hope are done this year and the unions' fight with respect to occupational safety and health." Last year, WMD was marked with candlelight vigils, marches, rallies, proclamations, memorial services and educational activities.

The videotape is among the items available to affiliates from the AFL-CIO. A Workers Memorial Day kit includes a poster, brochure with small poster, proclamation and camera-ready ad and clip sheet, media tips, suggested activities list, vendor list, a letter from AFL-CIO President Lane Kirkland, an order form and a sheet on which to report planned activities to federation before April 28. Sponsors should send information to Workers Memorial Day, AFL-CIO, 815 16th St., N.W. Room. 306, Washington, D.C. 20006.

Seminario told the council that employers should be required to have a worksite safety and health program and a safety committee with full union and worker participation. The committee should have the right to meet, conduct inspections, investigate accidents, shut down dangerous jobs and gain access to safety and health information.

Further, she said, workers who take action on job hazards must be protected against retaliation and guaranteed the right to refuse dangerous work threatens their lives.

In outlining labor's agenda for a stronger federal job safety law, Seminario stressed that the OSHA law must be expanded to cover the 40 million workers not protected.

State and local public employees in 25 states do not have occupational safety and health protection" she said, "because the OSHA law does not cover them." Workers in the transportation industry and those employed at the Department of Energy's nuclear facilities also aren't covered, she said.

New legislation must direct OSHA to act quickly on safety and health standards neglected over the past two decades.

She told the council that interference by the White House Office of Management and Budget, which has delayed and weakened many new standards, hopefully will cease with the Supreme Court ruling limiting the agency's review of OSHA standards. **(See story, Page 1.)**

Seminario said tougher enforcement by OSHA and authorization for larger penalties and criminal sanctions for violations should be provided by new legislation. OSHA also should be given the right to shut down any worksite where there is imminent danger to workers.

Legislation should address the serious safety problems in the construction industry, assign clear responsibility for safety and health on multi-employer worksites and require construction safety specialists on every project.

The WMD video is available for $10 from the Department of Occupational Safety and Health, Room 306, 815 16th St., N.W., Washington, D.C. 20006. Phone 202/637-5366. Broadcast quality tapes are available.

U.S.-flag fleet faces job loss, MTD warns

Bal Harbour, Fla.

As the democratic movement sweeps through Eastern and Central Europe, American labor must guard against corporate America's efforts to exploit the situation by accelerating the exportation of American jobs and industry, the AFL-CIO Maritime Trades Department was warned.

That cautionary note was sounded by MTD President Michael Sacco, who reported to the department's executive board on the countries moving from socialist to free-capitalist economies.

The great historical changes taking place on the continent are a most welcome development, Sacco said, but the peaceful dividends could be eroded if curbs aren't placed on management's attempts to exploit relatively cheap labor and then flood the American market with their goods.

The MTD called on U.S. negotiators to insist on a fair and equitable cargo-sharing program in developing a new U.S.-Soviet maritime agreement — the first such treaty to be negotiated since the previous pact expired nearly a decade ago.

A resolution criticized the administration's insistence that U.S.-flag bulk operators "compete at world market rates," pointing out that direct and indirect maritime subsidies provided by the Soviet Union and other nations make such competition impossible.

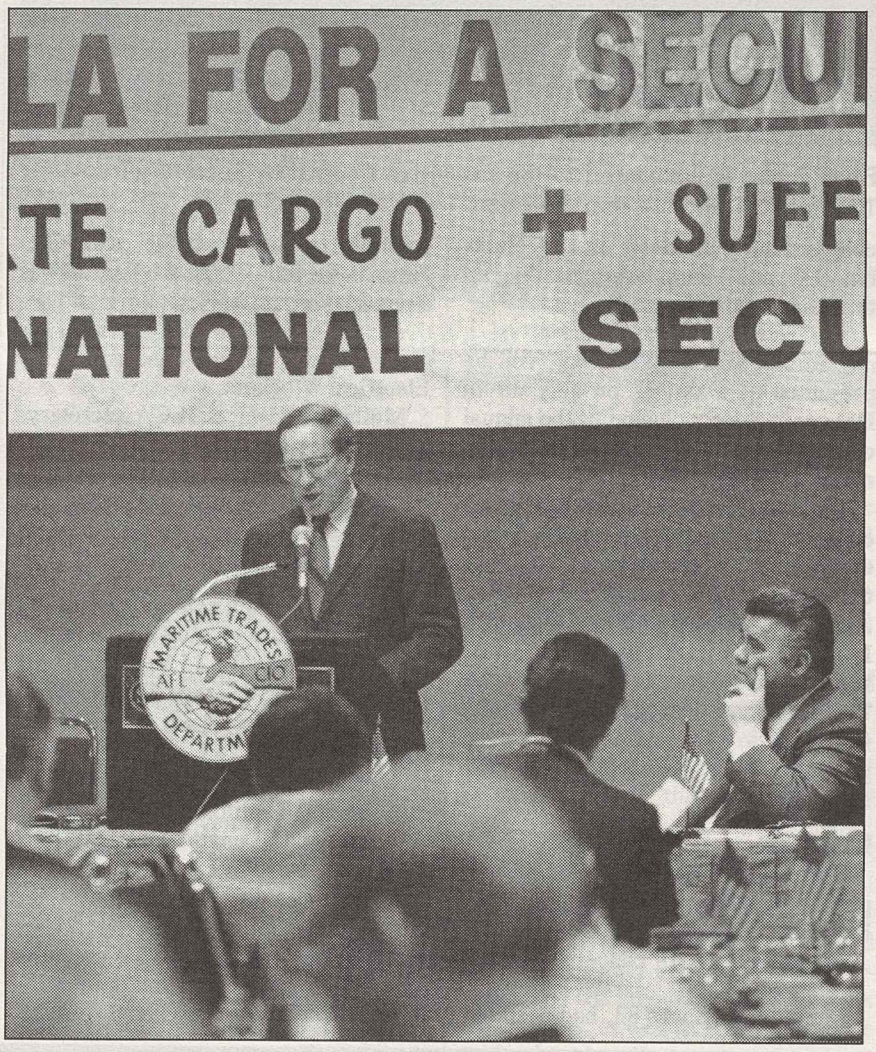
The department urged a return to the provisions of the previous pact with the Soviets, which provided incentives to U.S.-flag bulk operators participating in this trade.

In other actions on the maritime front, the department:

- Sharply criticized efforts by the Canadian government to create a special ship registry to give the pretense of legitimacy to Hong Kong vessels by allowing them to fly the Canadian flag, and warned that such action would "lead to final and ultimate elimination of the Canadian fleet and employment for Canadian Seafarers."
- Supported resolutions pending in the House and Senate that would exclude maritime services from the current round of negotiations on the General Agreement on Tariffs and Trade. Inclusion of maritime services under GATT would pose the threat of foreign incursion into domestic U.S. trade and could jeopardize existing and future programs to promote U.S.-flag shipping.
- Assailed the "scandal" of American shipowners who run away to foreign-flag registry — an action tolerated by the government on the theory that such vessels are under "effective U.S. control" and thus would be available in time of military mobilization. But only the country of registry can requisition such ships in time of emergency, making the vessels unavailable for the full mobilization of U.S. forces.
- Opposed any effort to lift current restrictions on the export of Alaskan oil when the ban expires on Sept. 30.
- Supported buy-American provisions in pending legislation that would assure that the modernization of the aging National Oceanic and Atmospheric Administration fleet is done exclusively in U.S. shipyards and called on the Bush Administration to drop its opposition to the measure.

Delegates to the board's two day session heard from AFL-CIO Secretary-Treasurer Thomas R. Donahue, Sen. Sam Nunn (D-Ga.), Reps. Nick Joe Rahall (D-W.Va.), Thomas J. Manton (D-N.Y.), Raymond J. McGrath, (R-N.Y.) and Dennis Hertel (D-Mich.).

Other speakers included Vice Admiral Paul D. Butcher of the Military Sealift Command, Maritime Administrator Warren G. Leback and AFL-CIO directors of various departments.



Sen. Sam Nunn (D-Ga.) addresses Maritime Trades Department meeting.

FAST board elects Fiedler

Bal Harbour, Fla.

Federal Trade Commission efforts to undo a 3-year-old merger of Owens-Illinois Inc. and the former Brockway Glass Co. drew sharp opposition from the executive board of the AFL-CIO Food and Allied Service Trades Department.

FAST urged the FTC not to dissolve the merger, warning that it could lead to plant closures and increased costs to consumers.

Following the 1987 merger, the Glass, Molders and Pottery union negotiated a contract putting all plants of the merged company under a single collective bargaining agreement. The pact provides portability of pension, vacation and other benefits in the event of a transfer from one plant to another.

FAST also took aim at so-called safety incentive programs adopted by employers, charging that they reward workers who do not report on-the-job injuries or lost time. Such programs, FAST said, disguise a company's record of injuries and illnesses and discourage potential investigations by the Occupational Safety and Health Administration.

The board elected Jeffrey L. Fiedler to succeed Rhonda Hilyer as secretary-treasurer. Hilyer, a former vice president of the Hotel Employees and Restaurant Employees, had held the department post for the past decade. Fiedler has been FAST's director of corporate affairs since April 1980.

In a series of resolutions, the board:

- Urged establishment of an effective, mandatory federal fish inspection program to improve public health protections while strengthening existing meat and poultry inspection programs.
- Expressed support for People Against Dangerous Delivery, formed in the aftermath of the automobile death of an Indiana teenager driving for a Domino's Pizza outlet. FAST President Robert F. Harbrant heads the safe-delivery organization.
- Set plans for April 28 Workers Memorial Day to honor the memory of the 80 grain workers killed and the 275 injured in grain dust explosions in the past decade.

'UnionRATE' savings takes off, boosting UPBP

Bal Harbour, Fla.

The Union Privilege Benefit Programs' newest project, the UnionRATE Savings Program, has enlisted 22 unions and 4 million members in less than two months, the AFL-CIO Executive Council was told.

UPBP President David Silberman explained that UnionRATE is an alternative to passbook savings accounts in which many people are earning a low interest rate on their savings, in exchange for easy access and safety. It is the kind of program, he said, that affiliates may be able to use to attract new members.

The UPBP also is investigating a variety of possible new programs, Silberman said, including a mortgage loan plan, to be developed in concert with the Housing Investment Trust. Various loan programs not available through credit unions also are under study, including college loan and other personal loan plans.

Discount programs on the purchase of autos and other consumer products also may eventually be offered by Union Privilege Benefits, as well as auto and homeowner's insurance, Silberman said.

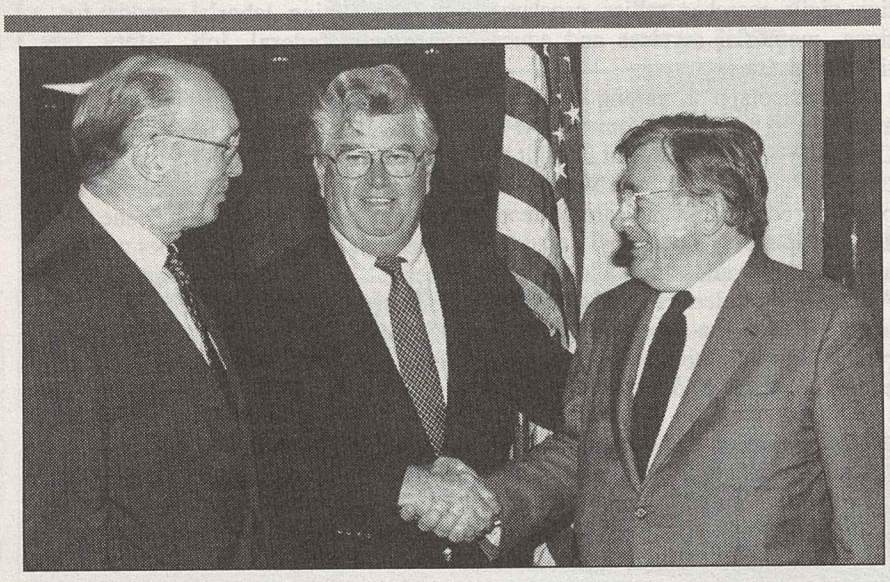
Silberman told the council that the UnionRATE program, had it been in effect during the first half of 1989, would have paid 7.7 percent interest, compared to the lower 5.17 percent average rate on bank passbook accounts. The UnionRATE is guaranteed to always meet or surpass the average of the rate paid on money market deposit accounts by the nation's largest 100 banks.

UnionRATE provides the same ease of access "because you can make deposits through the mail and withdraw funds by mail or phone," Silberman said. "You can also link your UnionRATE account with your local bank for same- or next-day access to funds in accordance with federal regulations. Or you can write up to three checks a month on the account."

All deposits are insured by the Federal Deposit Insurance Corp., he added. Customers also may check by phone with service representatives to get up-to-the-minute information on their most recent transactions, balances and rates. The toll-free Serviceline can be called for the daily rate at 1-800-423-5246.

The success of Union Privilege Benefits Programs depends on the ability to get out the word to union members, Silberman said. To facilitate this communication, camera-ready ads are being made available to affiliates for use in their publications. Ad slicks can be obtained by calling 202/842-3500.

Newsmakers



Frank Hanley is welcomed to the Executive Council by Secretary-Treasurer Thomas R. Donahue and President Lane Kirkland.

Frank Hanley, president of the Operating Engineers, was elected an AFL-CIO vice president at the Executive Council's winter meeting in Bal Harbour, Fla. Hanley, a union member for 42 years, joined the international staff in 1958 and served as an assistant to three IUOE presidents. He is a graduate of Notre Dame University and Harvard University's trade union program.

Larry Dugan Jr., past-president of the Operating Engineers, retired as an AFL-CIO vice president for health reasons. The Executive Council praised his "record of achievement in trade union and civic activities," and noted his efforts in organizing workers and fighting against double-breasting by employers. Dugan had been a council member since 1985.

Patricia H. Strandt, publications coordinator for the Boilermakers, retired Jan. 1. Strandt, 65, a member of the Newspaper Guild and the Teachers, also had worked for the Service Employees and the AFT. She is a founding member of the Coalition of Labor Union Women and served as a vice president of the International Labor Communications Association.

AWARDS

William Aramony, president of United Way of America, was selected as the recipient of the 1990 Murray-Green-Meany Award, the AFL-CIO Executive Council announced. Aramony worked at local United Way chapters in South Bend, Ind., Columbia, S.C. and Miami before heading up the national organization.

The award, which consists of a medallion and a $5,000 grant, will be presented at a dinner on July 19 in Denver at the conclusion of the annual conference of the AFL-CIO Department of Community Services.

The award recognizes "outstanding contributions made by individuals and organizations in this country and abroad that have improved the health, welfare and recreation of people everywhere." It is named for Philip Murray, who headed the CIO from 1940-1952; William Green, president of the AFL from 1924 to 1952, and George Meany, president of the AFL-CIO from 1955 to 1979.

DEATHS

Bernard R. Mullady, a former president and secretary-treasurer of the International Labor Communications Association, died of cancer Feb. 22 in Arlington, Va.

Mullady, who was 83, had been circulation manager of the AFL-CIO News in the late 1950s. Earlier, he was a newspaperman in New York and active in the formation of the Newspaper Guild. He also served on the staff of the Electrical Workers.

Mullady served as ILCA secretary-treasurer for six years and was elected president in 1961.

Later in the 1960s he was postmaster of Springfield, Va. Survivors include his wife Elizabeth and three children.

Bernard Stephens, editor of AFSCME District Council 37's Public Employee Press for 15 years until his retirement in 1981, died Jan. 3 after a heart attack in Manhasset, N.Y. He was 72.

Over the years since 1941, Stephens had been an editor with the Retail, Wholesale and Department Store Union as well as two RWDSU locals and the Mid-Pacific Edition of the Stars and Stripes.

Stephens served as a vice president of the International Labor Communications Association from 1976 to 1981.

Group watches revolving door

Bal Harbour, Fla.

Of 53 senior trade officials who have served in the office of the U.S. Trade Representative (USTR) in the past 15 years, nearly half (22) are now registered as lobbyists for foreign governments, early research shows.

The Executive Council was presented with this startling fact by former CBS producer Charles Lewis, who has founded the Center for Public Integrity to point up how little is known about public officials and their revolving door. The center will investigate a range of integrity issues.

AFL-CIO President Lane Kirkland and UAW President Owen Bieber are on the new watchdog group's board, which is still in formation. Lewis is seeking labor support for his work, which he described as an attempt to provide a program "in an area where you certainly can't tell the the players without a scorecard."

Two events he encountered in his TV work provoked the creation of the center, Lewis said. In the 1988 presidential campaign, he discovered, 12 or 13 top aides in the Bush camp and three or four for Dukakis were working for foreign companies or governments at the same time.

The second was meeting Elliot Richardson, who as attorney general under Richard Nixon refused to fire Watergate prosecutor Archibald Cox. Richardson now represents a host of foreign interests and, when asked if he would represent South Africa's apartheid regime, said it depends "on what they asked me to do," Lewis said.

The center can be reached at P.O. Box 18134, Washington, D.C. 20036 or by phone at 202-223-0299.

Resources

PUBLICATIONS

Stories of Mistrust and Manipulation: The Electronic Monitoring of the American Workforce is available for $9 (members) and $15 (nonmembers) from 9to5 Working Women Education Fund, 614 Superior Ave., N.W. Cleveland, Ohio 44113. Phone 216/599-1699.

The Center on Budget and Policy Priorities has produced English- and Spanish-language fact sheets and kits to alert working families about a tax benefit they may be entitled to receive. For materials on the **Earned Income Credit,** contact the Center at 236 Massachusetts Ave., N.E., Suite 305, Washington, D.C., 20002. Phone 202/544-0591.

The Service Employees report on escalating health care costs and their effect on collective bargaining and strikes, **Labor and Management: On a Collision Course Over Health Care,** can be obtained by writing to Abernathy and Mitchell, 1101 14th St., N.W. Suite 600, Washington, D.C. 20005. Single copies free.

FILMS and VIDEOS

Not By Chance, a a 20-minute videotape produced by the AFL-CIO Industrial Union Department's Workplace Health Fund, records rank-and-file views on why catastrophes happen and their effect on workers and their communities. A 36-page guide to preventing chemical releases, **Blueprint For Prevention,** supplements the video. Available from The Workplace Health Fund, Suite 301, 815 16th St., N.W., Washington, D.C. 20006. Telephone 202/842-7833. The video is $20 and the guide is $3 for AFL-CIO affiliates and $5 for others.

Those Who Know Don't Tell is a new video on occupational hazards and diseases. Narrated by author Studs Terkel, the 25-minute program includes historical footage of unprotected workers toiling in extremely dangerous conditions, like digging through pure silica and working knee deep in floating asbestos fibers. Produced by Abby Ginzberg. $5.

Right to Know, a 25-minute video, explains the federal law giving workers the right to information about the hazards and side effects of chemicals in the workplace. Produced by the Labor Institute of Public Affairs. $5.

The effects of job stress are examined in two new videos. **The Stress Factor,** a 19-minute program produced by the Canadian Labor Congress, covers the signs and symptoms of stress and discusses how unions can respond to the problem. **Stress Testing on the Job,** a four-part, one-hour program produced by the Institute for Mental Health, discusses the physical effects of stress, why workers blame themselves, how to handle a stress-related grievance and how to deal with the stress of being a union steward. $5.

Highlights of 1989 AFL-CIO Convention (LVBT-042), a video montage, is now available from the Labor Institute of Public Affairs. Events of the 1989 "Solidarity Convention" are presented in long and short versions of 13 minutes and 77 minutes. For ordering information, contact LIPA, 815 16th St., N.W. Suite 206, Washington, D.C. 20006. Phone 202/637-5334.

DATA

Imports of industrial goods flood U.S. markets

By John Oravec

The flood of imported manufactured goods continued to rise in 1989 even though the overall U.S. foreign trade deficit subsided slightly to $108.6 billion, down from $118.5 billion in 1988, the Commerce Department reported.

The $9.9-billion improvement in the deficit was much smaller than the $33.6-billion reduction recorded from 1987 to 1988, however.

Imports in 1989 totaled $472.9 billion, compared with exports of $364.3 billion. Manufactured goods constituted 80 percent of the imports.

America's trade deficit has exceeded the $100-billion level in every year since 1984, including a record shortfall of $152 billion in 1987.

Job-gutting imports of manufactured goods accounted for $103.2 billion, or 95 percent, of last year's total trade deficit. The United States had a record influx of manufacturing imports totaling $379.6 billion, while exports also were at an all-time high of $276.4 billion.

Exports rose 13 percent in 1989, but most of the improvement came in the first six months of the year. Since June, exports have stayed relatively flat, the Commerce Department data showed.

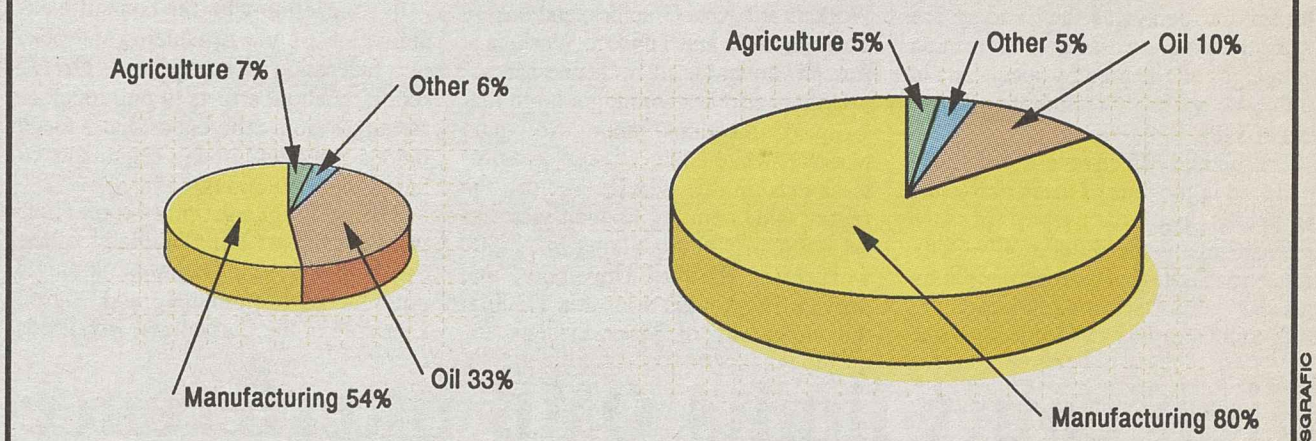
AFL-CIO economist Mark A. Anderson said the continuing foreign trade shortfall in manufactured goods is taking a heavy toll in U.S. factory jobs. He noted that the United States has lost 793,000 manufacturing jobs since 1981 when the country began its long string of trade deficits. In 1989 alone, Anderson observed, U.S. manufacturing jobs dropped by 271,000 to 19.4 million.

The nation's lopsided trade deficit remains a major long-term problem for the U.S. economy, Anderson warned. The erosion of higher-paying factory jobs is sharply cutting the purchasing power of many consumers, he noted.

One bright spot in the Commerce Department report was the turnaround with the European Community, where the United States eked out a $1.5 billion trade surplus after a $9.2 billion deficit in 1988.

The 1989 deficit in trade with Japan totaled $49 billion — 11 percent lower than $55.4 billion shortfall in 1988.

How imports changed during the 1980s



Source: Department of Commerce

Oil imports surged 27 percent in 1989 to $48.9 billion, the highest level since the $54.2 billion mark in 1984.

In December, the United States imported $30 billion worth of manufactured goods while exports totaled $23.2 billion.

Imports of petroleum products eased by $0.3 billion to $4.1 billion. The average price per barrel was $17.97, a 64-cent increase over November.

The Commerce Deptartment's December figures showed deficits of $3.5 billion with Japan, $1.2 billion with OPEC nations, $1 billion with Canada, $0.7 billion with Taiwan, $0.5 billion with China, $0.3 billion with South Korea, $0.2 billion with Hong Kong and $0.1 billion with Brazil — all down slightly from November.

The United States ran a $0.6 billion surplus with Western Europe after a $0.7 billion deficit in November.

In 1989, the trade surplus with the Soviet Union rose to $3.6 billion from $2.2 billion in 1988. Last year's exports to the Soviet Union totaled $4.3 billion, compared with imports of $0.7 billion.

Congressional goals shunted in Uruguay Round trade talks

Bal Harbour, Fla.

The Bush administration is not pursuing the objectives set by Congress in the Uruguay Round of multinational trade talks, which would help remedy the persistent trade imbalances between nations, the Executive Council declared.

Congress called for the adoption of principles that countries should not be permitted to gain a competitive advantage in foreign trade through the denial of worker rights, the council pointed out.

The administration also was directed to seek improved rules in the General Agreement on Tariffs and Trade (GATT). These rule changes would provide remedies for trade-induced injuries and the treatment of border tax adjustments, as well as set an import fee to fund trade adjustment assistance.

"The AFL-CIO regards these elements to be foremost in the consideration of many essential items to be included in a sound trade policy," the council stressed.

"With the four-year Uruguay Round scheduled to conclude this year, there has been little or no progress on any of these issues — and some have not even been raised by the administration."

The council said the federation will not support any multilateral trade agreement that fails to meet the goals of Congress and disregards the interest of American workers.

If no substantial progress in made soon, the council said that Congress should rescind the specialized fast-track procedures to address the issues and adopt a system that provides Congress the appropriate opportunities for discussion and debate.

Durable goods orders plunge 10.5 percent

New orders for durable goods, the heart of the nation's manufacturing base, skidded a record 10.5 percent in January, the Commerce Department reported.

That is the sharpest monthly drop in more than 32 years, since the department began tracking the big ticket factory orders in 1958.

The January decline was triggered by steep decrease in orders for aircraft, automobiles and defense communications gear.

The department also reported that revised figures show the gross national product after adjustment for inflation grew 3 percent in 1989, the weakest rise in three years. The real GNP advanced 4.4 percent in 1988.

Sharp price hikes erode real earnings

Real earnings of the average American worker plunged 0.7 percent in January as consumer prices soared 1.1 percent over the month, the sharpest increase in more than seven years, the Bureau of Labor Statistics reported.

Inflation has eroded workers' purchasing power in four of the last six months. Over the year, real weekly earnings were down 2.3 percent from January 1989.

During that period, the BLS report showed that average weekly earnings advanced 2.8 percent, which stemmed from a 3.7-percent increase in hourly wages, but the average workweek shrank 0.9 percent. On top of that, the consumer price index (CPI-W) increased 5.2 percent over the year.

Over the last 10 years, real earnings of the average nonsupervisory worker declined 6.7 percent, AFL-CIO economist Anne Draper noted.

Hefty increases in food and energy costs were responsible for three-fifths of the CPI rise, the bureau said. But exclusive of energy and food, the price index climbed 0.5 percent over the month and 4.2 percent since January 1989.

Heating oil prices shot up 27.6 percent over the month and 40.3 percent over the year, while gasoline prices were up 8 percent since December and 14.5 percent higher since January 1989.

Food prices jumped 1.8 percent in January, led by a 9.7-percent surge for fruits and vegetables, to advance 6.7 percent over the year.

In other categories:

Medicare costs continued to climb, up 0.7 percent over the month and 8.3 percent over the year.

Public transportation costs, reflecting higher airline ticket prices and urban transit fares, rose 2.2 percent in January and 5.4 percent over the year.

Apparel and upkeep basically were unchanged over the month and edged up 1.1 percent over the year.

The index for "other" goods and services rose 0.8 percent in January, pushed by increased school tuitions and fees as well as tobacco products. Over the year, the component was up 7.6 percent.

Entertainment costs advanced 0.5 percent over the month and 4.9 percent since January 1989. Shelter costs, basically rent, rose 0.4 percent in January and advanced 5 percent over the year.

Solidarity, new approaches boost organizing

By Gene Zack

Increased labor solidarity and development of new mechanisms for inter-union solidarity are responsible for a "culture of organizing" that has produced significant election victories across a broad spectrum of the economy, the AFL-CIO Executive Council was told.

These gains have been chalked up "despite a continued employer hostility, an unsympathetic National Labor Relations Board and a toothless law," the council's Committee on Organizing, chaired by Vice President John Sweeney, reported.

"Employees who seek to gain a voice on the job still encounter a minefield of threats and delays as they endure the sophisticated daily assault of anti-union campaigns engineered by specialists in 'union-avoidance' techniques," the report said.

Organizing effectiveness has been achieved in the face of these obstacles, as unions avail themselves of such mechanisms as the federation's Committee for Strategic Approaches, the Industrial Union Department's new Committee on Coordinated Campaigns, and the newly founded AFL-CIO Organizing Institute, the council was told.

"The decline in election activity that began in 1982 has been reversed," the committee reported, citing the Government Employees' organizing of 1,000 workers at the Social Security Administration and such victories as the Auto Workers at Mack Truck in South Carolina and Zollner Piston in Indiana; the Food and Commercial Workers at Singleton Seafoods in Florida and Farbest in Indiana; the Clothing and Textile Workers at Seminole Manufacturing in Mississippi, S. Lichtenburg in Georgia and J.P. Stevens in Virginia; and the Electronic Workers at General Electric; Aluminum, Brick and Glass Workers at Arcata Graphics; and Bakery Confectionery and Tobacco Workers at Russell Stover — all in Tennessee.

Unions also are winning a large majority of elections among low-paid workers, white-collar workers and professionals in the service sector, the report said, pointing to such victories as AFSCME's organizing of 3,500 workers at Harvard University, and Service Employees wins for 1,300 at the University of Massachusetts and 1,200 at the University of Cincinnati.

These victories reflect increased staffing and training efforts by affiliates, better targeting and a more sophisticated use of computers and other technology, as well as "a growing willingness on the part of workers to take great risks to achieve fairness and dignity on the job," the committee emphasized.

The workers most interested in forming unions are those in the fastest growing segments of the workforce. By the year 2000, fully 40 percent of the labor force will be minorities or women and the female proportion will be close to 50 percent. In the coming decade, these groups will account for 85 percent of all new entrants into the workforce.

In connection with the council's examination of the organizing outlook, two federation vice presidents briefed reporters about efforts to pull together resources from different affiliates to aid unions faced with tough organizing or bargaining situations.

Participating in the press conference were Presidents Lynn Williams of the Steelworkers, who chairs the Strategic Approaches Committee, and Sigurd Lucassen of the Carpetners, who heads up the IUD's new Coordinated Campaigns Committee.

Williams emphasized that workers are determined not to be "pushed aside" in their pursuit of bargaining rights, despite the fact that the U.S. is "more oppressive in terms of the real rights of workers to organize than any other advanced industrial democracy."

The USWA president charged that labor board procedures "have been so bad and the rights of American workers to organize have been so destroyed" that many unions have developed successful strategies to circumvent the NLRB in winning bargaining rights.

Echoing the same point, Lucassen assailed the NLRB for "changing the rules as different administrations" take power in Washington. Instead of resolving workers' problems, he said, the board has converted the nation's labor law into "a management law."

To restore balance and fairness, Williams and Lucassen emphasized, unions are pooling their resources, providing increased training for organizers, and intensifying labor's efforts to mobilize community-wide support for the right of workers to form unions.

High court limits OMB interference

Continued from Page 1

She said the decision hopefully "will not only serve to correct OMB's action regarding the hazard communication standard, but will also send the message that OMB must operate within the law."

Following the initial suit by the Steelworkers and the Public Citizen Inc. in 1983, the 3rd Circuit U.S. Court of Appeals ordered OSHA in 1985 to expand the rule. When OSHA failed to act by early 1987, the USWA and Public Citizen returned to court asking that the agency be directed to produce a standard.

The 3rd Circuit set a mid-1987 deadline for OSHA to publish an expanded standard. OSHA finally issued the standard in 1987 after the court refused the agency's request for another extension, but then submitted the rule to OMB for approval under the Paperwork Reduction Act.

OMB quickly held a public hearing on the matter attended only by businesses and employer groups and then rejected several sections of the rule. It further ordered OSHA to begin new rulemaking to reconsider other aspects of the revised rule.

In February 1988, the USWA and Public Citizen again asked the 3rd Circuit to order OMB and OSHA to comply with the previous orders. The appellate court ruled in August 1988 that OMB had overstepped its authority in disapproving several requirements. The Labor Department appealed that ruling to the Supreme Court, where AFL-CIO General Counsel Laurence Gold argued the case.

Kirkland announces OCAW sanctions lifted

AFL-CIO President Lane Kirkland wrote to all affiliated unions Feb. 28 that the Oil, Chemical and Atomic Workers union "is now in full compliance with Article XX" of the AFL-CIO constitution on internal disputes.

Kirkland said the sanctions imposed by a finding of non-compliance with Article XX on Oct. 28, 1988, are removed, and that OCAW is entitled "to full protection under the Internal Disputes Plan as well as all other rights enjoyed by AFL-CIO affiliates in good standing."

INSIDE

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AFL-CIO NEWS

1 ***Supreme Court bars OMB interference***

The Office of Management and Budget overstepped its authority in disapproving portions of the Labor Department's hazard communication standard, the Supreme Court rules.

2 ***UFCW presses claims of Nordstrom workers***

UFCW members and clerks at Nordstrom Inc., the upscale retail chain, have been paying the price for the company's vaunted image, the Washington state department of labor found.

2 ***ACTWU sets pattern for full health benefits***

ACTWU's tough stand on health care coverage resulted in a new contract for 15,000 members that maintains benefits and sets a pattern for agreements covering another 27,000 workers.

3 ***Strikebreaker bills go to committees***

Two labor-backed bills would ban employers from permanently hiring scabs during a labor dispute and bar them from offering special benefits to workers who cross picket lines.

9 ***Workers Memorial Day seeks 'right to act'***

Unions are gearing up to mark the second annual Workers Memorial Day on April 28, with events focusing on the need to expand workplace protections.

11 ***U.S. trade deficit boosted by imports***

America's trade deficit continues to top the $100 billion mark, with nearly all of 1989's deficit due to a record flood of manufacturing imports.

UNION YES

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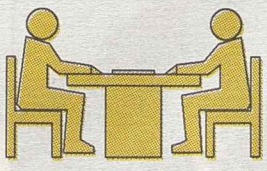
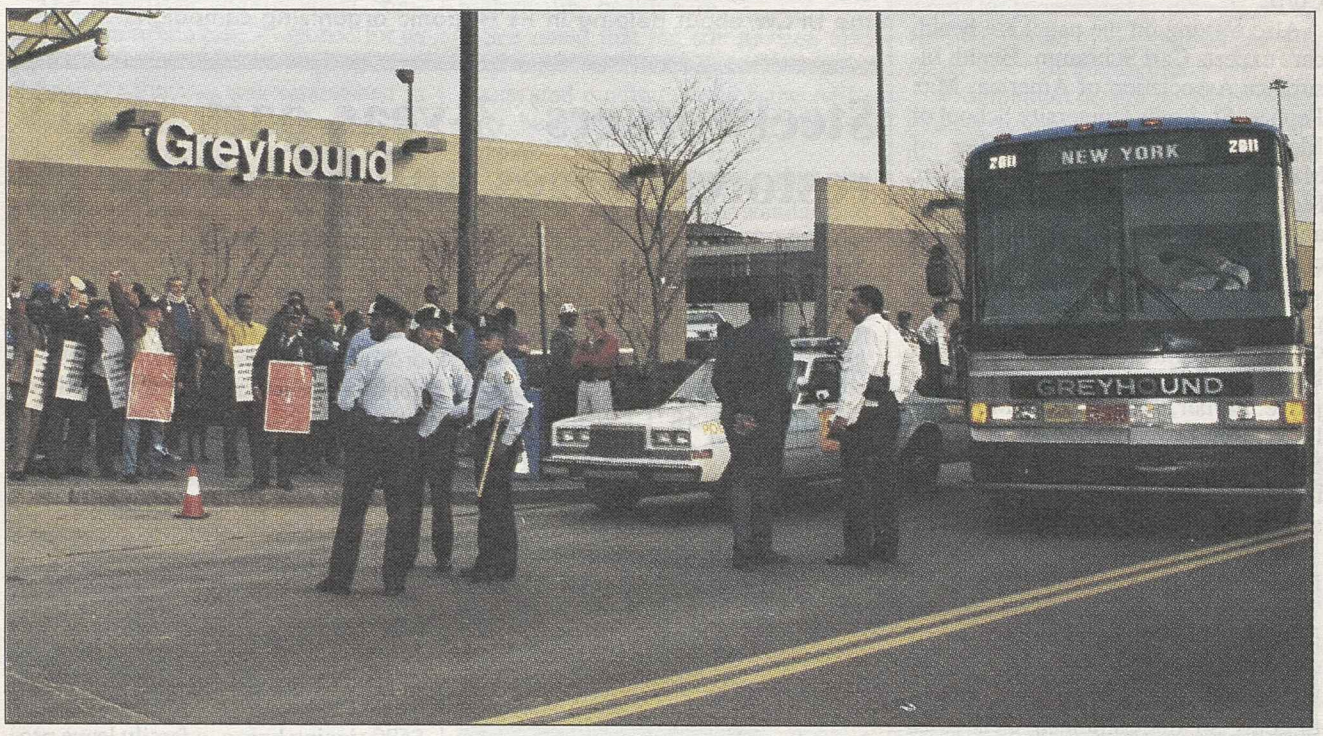
VOLUME 35, NUMBER 6 MARCH 19, 1990



Bargaining '90

Contract gains made during 1989 suggest labor has turned the corner and is moving into the new decade with renewed vigor.

See pages 7-10



Pickets rally outside the Greyhound terminal in Washington, D.C., where a bus driven by a scab has run into a police car. The rally paid tribute to a striking driver killed in California.

Drivers walk as Greyhound balks

Talks on again as ATU pickets go up around the nation

By Candice Johnson

Picket lines held firm at Greyhound Lines Inc. stations across the country as the strike by drivers and maintenance workers rolled into its third week.

After a break in bargaining, union and company negotiators met separately with federal mediators, then resumed bargaining in Tucson on March 16.

The 9,000 Amalgamated Transit Union members walked off the job March 2 after management refused to back down from its demands for wage increases tied to incentives, unlimited contracting out and benefit cuts for newly hired workers.

Greyhound left the bargaining table shortly after the strike began, but as federal mediators continued to meet with union officials, the company agreed to resume talks with ATU.

The company's scheme to operate the bus lines with scabs took on a tragic note with the death of veteran driver Robert Waterhouse, 59, who was killed while picketing at the Greyhound terminal in Redding, Calif.

Waterhouse, a member of ATU Local 1225, was struck and killed by an inexperienced strikebreaker driving out of the terminal. Witnesses in a restaurant across the street said the scab driver ran through a stop sign. Waterhouse was set to retire in four months.

Union members nationwide mourned Waterhouse at candlelight vigils, marches and demonstrations on March 9. Union members gathered in Washington, New York, Boston, Omaha, Neb., Des Moines, Iowa, and other cities to pay tribute to Waterhouse and to press for an end to the dispute.

Untrained scabs continued to cause serious safety problems for picketing workers and the public. In Orlando, Fla., the 16-year-old daughter of ATU Local 1600 member R.W. Nichols was hospitalized in serious condition after being struck by a replacement driver. A Washington strikebreaker drove into a police car during the March 9 demonstration and, in Des Moines, Iowa, a union member was hurt on the picket line when struck by a car.

Under the direction of the federation's Strategic Approaches Committee, which was contacted for solidarity support by ATU, AFL-CIO field staff, community services representatives and union members are assisting the 19 ATU locals with a variety of support.

Because Greyhound bus riders are primarily students, older and lower-income Americans, unionists also are

Continued on Page 16

Pay floor rise small step for working poor

Minimum wage up to $3.80 on April 1

By Gene Zack

The nation's minimum wage rises April 1 to $3.80 an hour from its present $3.35 level — the first increase in the federal pay floor in nearly a decade.

For 3 million workers on the lowest rung of the economic ladder, this means a before-tax increase of $900 a year. For the economy as a whole, it will generate $2.7 billion in additional consumer purchasing power annually.

The long-overdue increase falls short of lifting the nation's poor out of poverty. Full-time minimum wage workers still will find themselves $258 a year short of what it takes to support one adult and one child at the poverty level, $1,830 below the basic needs of a family of three, and $4,491 less than the poverty-level requirements of a family of four.

The $3.80 minimum is part of a two-step increase that will see the wage level rise to $4.25 in April 1991.

The pay floor applies to all firms with an annual business volume of over $500,000, as well as to public agencies, schools, hospitals and non-profit organizations.

The new law — a compromise made necessary after the House failed to override President Bush's veto of a more sweeping overhaul of the minimum wage statute — also provides a limited training wage of $3.35 an hour for teenagers holding down their first jobs.

The youth minimum will be increased to $3.62 an hour next year, and it will expire in 1993 under a ''sunset'' clause included by Congress.

In regulations published in the

Continued on page 12

Worker involvement pressed in job safety and health

By Arlee C. Green

While recognizing that the Bush administration is trying to upgrade its Occupational Safety and Health Administration enforcement, the AFL-CIO is determined to press for legislation that will give American workers the ''right to act'' to improve their working conditions.

AFL-CIO Vice President Lynn R. Williams, president of the Steelworkers, told Secretary of Labor Elizabeth H. Dole during the Executive Council meeting in Bal Harbour, Fla., that her enforcement policies, while improved, do not go far enough in guaranteeing workers' health and safety.

''There is something missing, in that the workers and their unions don't have any involvement in the process,'' Williams said.

Organized labor's goal of getting such legislation enacted is the focus of this year's Workers Memorial Day, to be held April 28.

Williams, chairman of the council's OSHA committee and of the Workers Memorial Day Committee, noted that ''there has been an emphasis in the past on giving workers the 'right to know,' and that has been accomplished. Now we want to move from the right to know to the right to act,'' he said.

Dole cited OSHA improvements in ''targeting investigations in the construction industry, looking at the most dangerous phases of the process,'' and in focusing on ergonomics.

''We are asking first for voluntary changes in the workplace,'' she said. ''If that doesn't work, we'll go to mandatory changes.'' OSHA is enforcing the standards, issuing larger fines, ''but we favor benign rulemaking and corporate abatement'' of workplace hazards, she added.

While Dole said the Bush administration opposed new legislation ''because that would distract from the job at hand,'' Williams said the job at hand requires more.

''We should be requiring safety and health committees in all workplaces,'' William said. ''We're hoping to produce legislation that would allow workers the right to get involved in their own workplaces to ensure health and safety.''

Workers Memorial Day for 1990, under the theme ''fight for the living; mourn for the dead,'' will feature activities in cities across the nation. The federation will cosponsor activities at

Continued on Page 12

Dole names commission to study miners' benefits

By Candice Johnson

An 11-member commission has been named by Labor Secretary Elizabeth Dole to review and make recommendations on health care and pension benefit funds for retired miners and their families.

The plan to create the panel was announced with the settlement reached between the Mine Workers and Pittston Coal Group Inc., which ended an 11-month strike by 1,700 miners. Most UMWA members are back on the job, as Pittston facilities move toward full operation.

Health care coverage for miners and retired workers was a chief issue in the strike. Over the next six months, the commission will review the operations of the health and benefit funds established by UMWA and coal operators in 1950 and 1974 and make recommendations to ensure their long-term security.

Miners and their dependents who retired before 1976 are covered by the 1950 funds, while those retiring after 1976 are covered by the 1974 plans. A growing problem is the number of so-called "orphan" retirees whose former employers are no longer in business and therefore make no contributions to the benefit programs.

UMWA President Richard Trumka, who was named as the sole labor representative on the commission, welcomed the development, noting that government involvement is needed to resolve growing health care concerns.

"The ramifications of the problem extend beyond any bargaining table, both for the men and women who rely on the benefit plans and the coal companies who must compete in today's economy," he said.

The panel is headed by William J. Usery, the former labor secretary who was named as mediator in the Pittston dispute, with Henry H. Perritt, a law professor at Villanova University serving as vice chairman. Industry members are: Robert Quenon, chairman of the Bituminous Coal Operators Association; Richard Holsten, Pittsburgh-Midway Coal Mining Co., and Curtis H. Barnette, Bethlehem Steel Corp.

Also serving on the panel are health care experts Carl Schramm, Health Insurance Association of America; Max Pepper, St. Louis University School of Medicine; Arlene Holen, Office of Management and Budget; Walter McNerney, Northwestern University, and Michael Mahoney, an actuarial consultant.

Meanwhile, the UMWA proposed to perform an additional 20,000 hours of community service to offset fines levied by a Russell County, Va., circuit court judge. Earlier, Judge Donald McGlothlin refused to reduce or eliminate the $64 million in fines he imposed against the union during the course of the strike.

In a related development, AFL-CIO President Lane Kirkland, Secretary-Treasurer Thomas R. Donahue and members of the Executive Council who were arrested last August 23 at the Russell County courthouse agreed to go to court for disposition of their cases later this year.

Boxer Roberto Duran meets with AFL-CIO President Lane Kirkland to seek help for his native Panama, which is trying to recover from the U.S. invasion and ouster of dictator Manuel Noriega. Duran has been talking with the UFCW about helping in its Hispanic organizing campaigns.

Steelworkers' 3-year pact at LTV restores wages and benefit levels

The Steelworkers reached a tentative three-year agreement with LTV Steel Corp. that increases hourly wages and restores past wage and benefit sacrifices.

The settlement, which won the approval of the 18 LTV local union presidents and the USWA executive board, must be approved by federal Bankruptcy Judge Burton Lifland before it is presented to the membership for ratification.

LTV had filed for bankruptcy protection in 1986. In a case arising from the bankruptcy petition, the Supreme Court heard arguments Feb. 27 from the Pension Benefit Guaranty Corp. and LTV in a dispute over the firm's pension plan.

The PBGC is pressing the court to overturn lower court decisions that upheld pension improvements negotiated between the USWA and LTV after the steelmaker filed for bankruptcy, and seeks to return all plan liability to LTV.

The PBGC terminated LTV's pension plans in 1987, freezing benefit levels and depriving some workers of as much as $400 a month in supplemental benefits not recognized by the PBGC.

Those supplemental benefits were restored during the 1987 round of contract negotiations. The PBGC then ordered the steelmaker to assume liability for all its pension obligations, but a U.S. district court and a federal appeals court ruled that PBGC must prove that the steelmaker could afford the additional $2 billion liability.

The tentative contract includes a $1.59 hourly wage increase that would become effective April 15, with a $1 increase to take effect on Jan. 1, 1991, and a 50-cent raise one year later.

Other gains include restoration of one weeks' vacation and three holidays, a $500 signing bonus, a family leave program, improvements in profit-sharing, some wage protection against inflation and a rollback in health care premiums for retirees to the 1989 level.

LTV also agreed to join union efforts in the National Policy for Steel Committee — which works to improve industry conditions for employees, customers, shareholders, suppliers and steel communities — and the Career Development Program to aid workers in upgrading skills and education.

SeaFirst, UFCW to bargain after 12 years of delays

Seattle

Seattle-First National Bank, after 12 years of refusing to recognize or bargain with Food and Commercial Workers Local 1182, bowed to court orders and will hold its first face-to-face negotiations with the union on March 22 and 23.

SeaFirst has been on the AFL-CIO's unfair list since 1979. In 1977, SeaFirst management blocked the attempts by the Firstbank Independent Employees Association, which represented the 4,000 SeaFirst workers, to get a new agreement. The bank implemented its final contract offer in November 1977.

When FIEA members voted to affiliate with the Retail Clerks (a predecessor to the UFCW) in early 1978, the bank refused to recognize the new union. Local 1182 filed NLRB charges, and the board ordered SeaFirst to bargain.

The bank, however, appealed the decision, beginning a marathon of legal challenges that bounced from the National Labor Relations Board up to the Supreme Court, back to the NLRB and ended with a 9th Circuit U.S. Court of Appeals.

The appellate court ruled in January that the bank's delays and appeals must end and ordered it to bargain with the union. SeaFirst contacted Local 1182 and held a preliminary meeting Feb. 26 to set the bargaining dates. SeaFirst has been a subsidiary of BankAmerica Corp. since 1983.

Writers gain new contracts with CBS

New York

Fighting off management efforts to dilute the union's jurisdiction, the Writers Guild East and West won a new three-year contract covering 325 news workers at CBS network and local television stations.

The agreement provides an immediate 5-percent wage increase with an additional 5 percent effective Sept. 1, 1991. It also provides improvements in employee safety, and delays until September 1991 a plan under which members will pay up to 20 percent of the cost of health benefit premiums.

The Guild was able to turn back attempts by CBS to employ management writing in New York, Chicago and Los Angeles.

In 1987, Guild news staffers were forced into a seven-week strike before winning a three-year contract at CBS. The new contract follows last month's Guild pact with Capital Cities/ABC.

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LEGISLATION

Health care panel's report lauded as 'first step'

By Candice Johnson

The report of the Pepper commission, which calls for comprehensive health coverage for all Americans, "is a long-awaited first step toward averting a total collapse of health care delivery in this country," Service Employees President John Sweeney said.

The bipartisan congressional commission on health care — named for its first chairman, the late Rep. Claude Pepper (D-Fla.) — was established in 1988 to suggest ways to resolve two critical problems in the nation's health care system: the lack of coverage for more than 37 million Americans and the need to provide long-term care to the elderly and disabled.

Sweeney, who heads the AFL-CIO health care committee, said the Pepper commission report, produced by a 15-member panel after a year's study, "provides us with a blueprint for developing a uniquely American solution to our health care crisis."

Karen Ignagni, AFL-CIO employee benefits director, said the Pepper commission's recommendations begin to move "toward the goal of providing all Americans with access to affordable, high-quality health care."

She noted that the commission also emphasized the three key issues of cost, access and quality, "which the AFL-CIO believes must be addressed in tandem."

The AFL-CIO's 10 principles for health care, which call for standards of universality of coverage, affordability, cost containment, equitable financing, among other goals, can "give everyone — labor, management, government and the health care community — room to work together to find a solution to what is clearly a national crisis," Ignagni said.

These were some of the Pepper commission recommendations:

- Businesses with more than 100 workers would provide health insurance coverage or contribute to a public plan. Those with fewer than 100 workers would be encouraged to provide coverage, with small business costs partially offset through tax credits.
- Minimum benefit packages would include primary and preventive care physician and hospital services, and would contain limits on out-of-pocket expenditures and subsidies for low-income families.
- A nursing home program would offer insurance benefits covering the first three months of nursing home care and make severely disabled persons eligible for home and community-based care programs. Financing would be shared by federal and state governments, with private long-term care insurance subject to government oversight.

The AFL-CIO's health care reform campaign involves education and legislative efforts, as well as gaining employer involvement through collective bargaining.

The federation's Employee Benefits department is developing materials to aid unions in health care bargaining, including the attempt to gain employers' commitments, as part of the contracts, to work for health care reform, Ignagni said.

An SEIU publication, "Local Union Action Plan," includes specific suggestions for unions in membership education, pre-bargaining research and analysis and gaining community support.

IUD targets permanent replacements, improved safety

Workplace safety, pension reform and a ban on permanent replacements during labor disputes were among the top legislative issues discussed by delegates to the Industrial Union Department's 11th legislative conference in Washington.

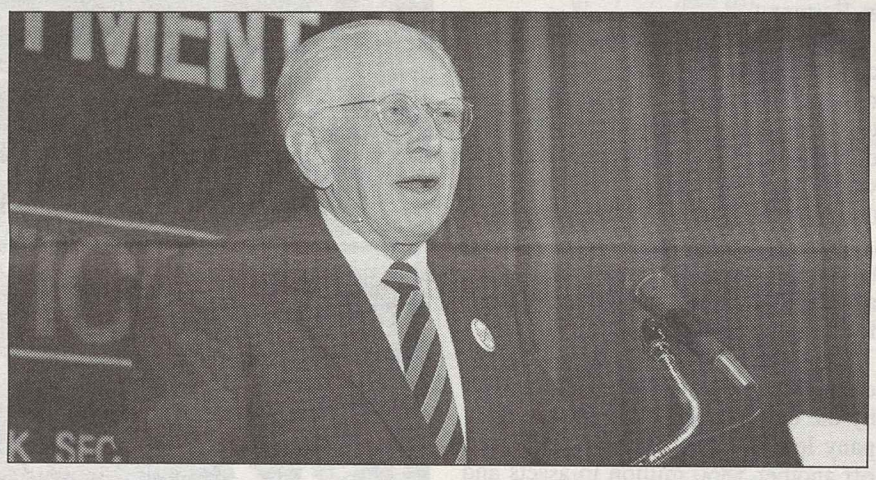
Morning sessions during the two-day conference included presentations by IUD President Howard Samuel, international union presidents and congressional representatives.

Delegates spent afternoons on Captiol Hill, meeting with their representatives and senators to make labor's positions clear.

Samuel outlined the IUD's legislative agenda for 1990, stressing that "unity and cooperation are our best weapons to win the gains which are so vital to our growth."

Permanent replacement of strikers undermines not only basic worker rights but also the stability of labor-management relations, the IUD said.

Discussions on permanent replacements were led by Presidents Jay Mazur, Ladies' Garment Workers; Richard Trumka, Mine Workers; Wayne Glenn, Paperworkers; William Bywater, Electronic Workers; and James Norton, Graphic Communications Union.



Sen. Metzenbaum describes bill to ban permanent replacement of strikers.

Sen. Howard Metzenbaum (D-Ohio) and Rep. Bill Clay (D-Mo.) outlined bills both have sponsored that would ban permanent replacement of strikers.

Delegates also considered bills introduced to convert excess defense facilities to civilian use, with an overview by Rubber Workers President Milan Stone and Rep. Mary Rose Oakar (D-Ohio), who introduced a bill to coordinate assistance to dislocated defense workers.

The serious health and safety hazards threatening nuclear weapons workers were spotlighted by delegates who called for the transfer of inspection and enforcement authority from the Energy Department to the Occupational Safety and Health Administration and the National Institute for Occupational Safety and Health (NIOSH).

Other discussions centered on the need for health care reform, trade and technology issues and family and medical leave.

Speakers included House Majority Leader Richard Gephardt (D-Mo.), Sens. John Glenn (D-Ohio) and Timothy Wirth (D-Colo.), Reps. David Bonior (D-Mich.), Peter Visclosky (D-Ind.) and Joseph Brennan (D-Me.), Presidents Owen Bieber, UAW; Sig Lucassen, Carpenters; Frank Martino, Chemical Workers; Jack Sheinkman, Clothing and Textile Workers; John Kelly, Office and Professional Employees, and John Sweeney, Service Employees, and IUD Secretary-Treasurer Elmer Chatak.

Capitol Digest

A compromise on the acid rain provisions in the House version of the Clean Air Act (H.R. 3030) has won backing from environmental groups, the AFL-CIO and key representatives.

Rep. Philip R. Sharp, (D-Ind.) chairman of the Energy and Power Subcommittee, is expected to offer the substitute language soon. The changes will meet the AFL-CIO's and UMWA's goal of "an improved mix of engineering controls with balanced costs that do not grossly penalize one region or another, especially in terms of severe job loss," AFL-CIO Legislative Director Robert M. McGlotten said in a letter to Sharp, the subcommittee and members of the full Energy and Commerce Committee.

Meanwhile, no agreement was reached in the Senate on compromise clean air legislation before the chamber recessed the week of March 12. The Senate is expected to spend another week or two on its clean air bill (S. 1630) when it returns.

In other Hill action:

CHILD LABOR — The AFL-CIO will participate in hearings set to investigate the growing trend of child labor law violations. Federation Legislative Representative Jay Power cited violations in child labor law covering wages, working conditions, hours and safety, in not only sweatshops but in more traditional employers of teenage workers.

The Department of Labor, which filed suit last week charging Burger King Corp. with hundreds of child labor violations, has said it would toughen enforcement of the law. More than 900,000 14- and 15-year-olds were employed in 1988.

CIVIL RIGHTS — Following hearings by the Senate Labor and Human Resources Committee, the AFL-CIO urged Congress to promptly pass the Civil Rights Act of 1990 (S. 2104 and H.R. 4000). "Congress must act and act decisively to restore employment discrimination laws to their full vigor," said McGlotten, citing Supreme Court decisions that limited discrimination remedies. Hearings on the House bill are continuing.

FISH PRODUCT SAFETY — The AFL-CIO is supporting the Fish and Fish Product Safety Act (H.R. 3155) to establish an effective fish inspection system. The federation is calling for additions to the bill in order to provide effective and stringent enforcement.

REVENUE PROPOSALS — President Bush's tax proposals in his 1991 budget, "raise the concept of smoke and mirrors to a new high," McGlotten said in testimony before the House Ways and Means Committee March 8. The AFL-CIO supports some revenue proposals, such as a permanent tax break for workers for employer-provided education and legal assistance and the continuation of the low-income housing credit. But most of the proposals, including a reduced capital gains tax, changes in Medicare hospital insurance for state and local employees and a proposal to tamper with pension assets, "add up to a further shifting of the nation's tax burdens onto the shoulders of moderate and middle income working Americans," he said.

Send crumbs

The AFL-CIO is urging affiliates to participate in the Citizens for Tax Justice "crumb campaign," symbolic of the scraps left over for working people under the Bush capital gains tax plan. Just enclose some crumbs from your table in an envelope along with a letter protesting a proposal that gives the whole pie to the wealthy and just crumbs for us. Send the message to: The Honorable (senator or representative's name), United States Senate (or House of Representatives), Washington, D.C. 20510 (Senate) or 20515 (House).

Machinists and their supporters rally in Boston on the anniversary of the strike against Frank Lorenzo's Eastern Airlines.

House vote leaves union, public 'stranded again'

By Candice Johnson

The AFL-CIO deplored the failure by the House of Representatives to override President Bush's veto of legislation to help resolve the year-long dispute at Eastern Airlines.

Voting 261-160 to override, 20 votes short of the two-thirds majority needed, the House killed efforts to establish a bipartisan panel that would investigate and make recommendations to help end the strike by 8,000 Machinists and would review other industry concerns.

The vote came "after the bankruptcy court examiner finally accepted the contention of the Machinists, Air Line Pilots and Transport Workers flight attendants that Eastern has been stripped of valuable assets by parent company Texas Air and owner Frank Lorenzo," the AFL-CIO statement noted.

The bipartisan panel could have given union workers, their communities and the flying public "a way to act on the bankruptcy examiner's long overdue finding," the federation said. Instead, the House action leaves all those parties "stranded again."

Machinists President George Kourpias criticized the House action as a vote for special interests and against "the creditors, the employees and the flying public, all of whom have been victimized" by Lorenzo.

Thanking the "overwhelming majority" of House members who supported the commission, ALPA President Henry Duffy reproached the Bush administration for having "thrown every possible roadblock in front of this effort.

"Opponents of the bill said that the government has no role in such labor issues, but the recent intervention by Labor Secretary Elizabeth Dole in the Pittston strike totally debunks that theory," Duffy said.

"The Eastern situation demonstrates that the current bankruptcy code is inadequate to the task of balancing public interests against the interests of the debtor. The government has a legitimate role in such matters and this bill would have been the first step toward assuming that role," he added.

Union members marked the one-year anniversary of the strike March 4, with rallies, picketing and demonstrations coast to coast. In New York, Philadelphia, Miami, St. Louis and other cities, striking Machinists and supporters pledged to continue their campaign against Lorenzo's union-busting tactics and to alert the public about problems at Eastern.

Eastern still faces problems with creditors and needs final approval of its reorganization plan. Unsecured creditors have been offered cash payments of just 48 cents per dollar of debt owed, while preferred stock creditors have told the bankruptcy court that Eastern's managers are "simply unable to make the airline work, nor are they able to accurately forecast its future — even for a few weeks at a time."

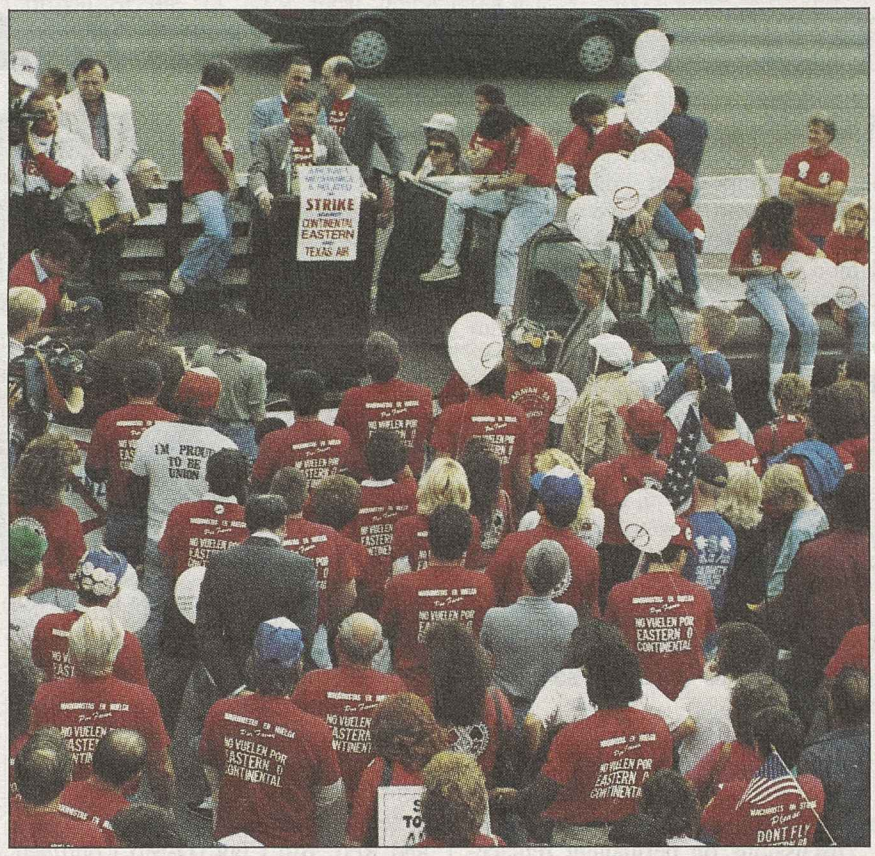
The carrier had boasted it would be out of bankruptcy and making a profit by the end of 1989. Instead, the company lost $852 million last year, sold off another $860 million in assets and is still seeking to spin off more — including Eastern's Latin American routes. Eastern operations are losing more than $2 million a day.

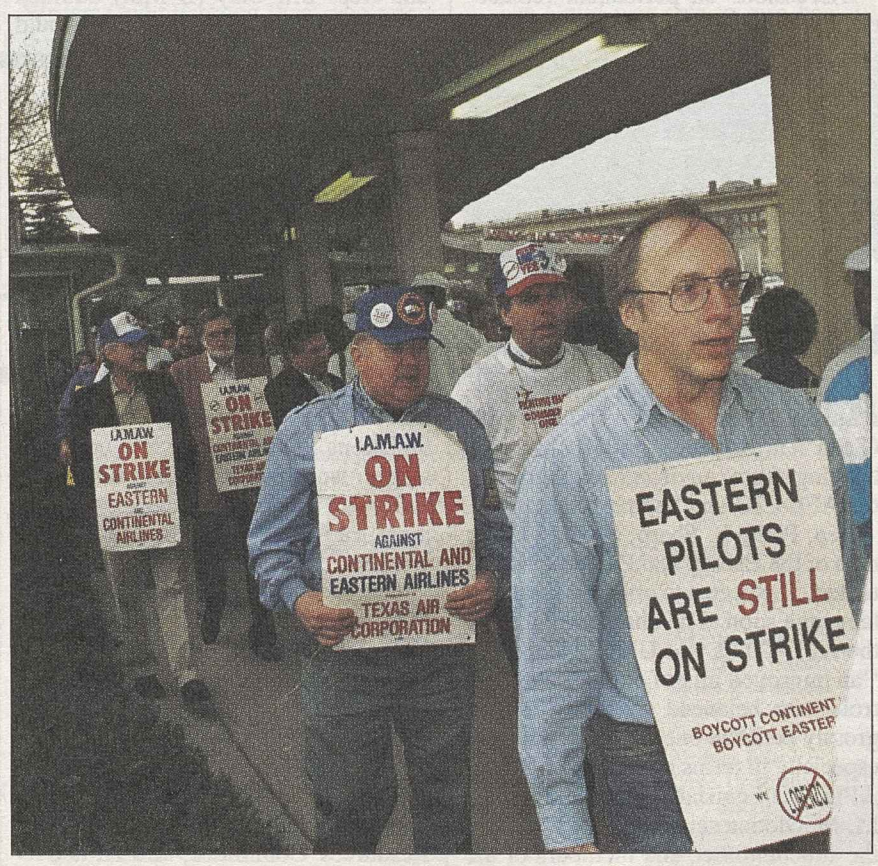
The Justice Department has said it will not object to the transfer of South American routes to American Airlines. Bankruptcy judge Burton Lifland has scheduled a March 29 hearing on that sale.

The report issued March 1 by bankruptcy court examiner David Shapiro found evidence in 12 transactions in which Texas Air shortchanged Eastern by as much as $403 million. He recommended that Eastern be paid $280 million to cover an interest-free loan from Eastern to Texas Air, assessments against Eastern that included excessive fuel charges, and sale of the carrier's reservation system at a price "for less than fair value."

"Eastern has apparently suffered from conflicts of interest on the part of Texas Air and the interlocking officers and directors it has put in place," Shapiro said. "Indeed, there are indications that from time to time Texas Air's officers entertained the notion to 'cherry pick' Eastern's assets for the benefit of Continental," which is another airline owned by Texas Air.

Shapiro singled out for criticism the sale of Eastern's System One reservation system to Texas Air in 1987 for a $100 million note due in 25 years, at 6 percent interest. Last month, Texas Air announced it was selling just half of the system and other assets to a General Motors subsidiary for $250 million.





Machinists President George Kourpias addresses a rally in Miami, above; marchers demonstrate in Washington, below.

Eastern veto override vote

HR1231. Eastern Airlines Labor Dispute Emergency Board. Rejected 261-160:

Republicans 25-147; Democrats 236-13. A two-thirds majority of those present and voting (282 in this cast) of both houses is required to override a veto.

KEY
R — Voted right
W — Voted wrong
A — Absent, voted present or not voting
I — Not eligible member

ALABAMA
1. Callahan (R) W
2. Dickinson (R) W
3. Browder (D) R
4. Bevill (D) R
5. Flippo (D) R
6. Erdreich (D) R
7. Harris (D) R

ALASKA
AL Young, D. (R) R

ARIZONA
1. Rhodes (R) W
2. Udall (D) R
3. Stump (R) W
4. Kyl (R) W
5. Kolbe (R) W

ARKANSAS
1. Alexander (D) R
2. Robinson (D) R
3. Hammerschmidt (R) W
4. Anthony (D) R

CALIFORNIA
1. Bosco (D) R
2. Herger (R) W
3. Matsui (D) R
4. Fazio (D) R
5. Pelosi (D) R
6. Boxer (D) R
7. Miller, G. (D) R
8. Dellums (D) R
9. Stark (D) R
10. Edwards, D. (D) R
11. Lantos (D) R
12. Campbell (R) A
13. Mineta (D) R
14. Shumway (R) W
15. Condit (D) R
16. Panetta (D) R
17. Pashayan (R) W
18. Lehman, R. (D) R
19. Lagomarsino (R) W
20. Thomas, W. (R) W
21. Gallegly (R) W
22. Moorhead (R) W
23. Beilenson (D) R
24. Waxman (D) R
25. Roybal (D) R
26. Berman (D) R
27. Levine (D) R
28. Dixon (D) R
29. Hawkins (D) R
30. Martinez (D) R
31. Dymally (D) R
32. Anderson (D) R
33. Dreier (R) W
34. Torres (D) R
35. Lewis, J. (R) W
36. Brown, G. (D) R
37. McCandless (R) W
38. Dornan (R) W
39. Dannemeyer (R) W
40. Cox (R) W
41. Lowery (R) W
42. Rohrabacher (R) W
43. Packard (R) W
44. Bates (D) R
45. Hunter (R) W

COLORADO
1. Schroeder (D) R
2. Skaggs (D) R
3. Campbell (D) R
4. Brown, H. (R) W
5. Hefley (R) W
6. Schaefer (R) W

CONNECTICUT
1. Kennelly (D) R
2. Gejdenson (D) R
3. Morrison, B. (D) R
4. Shays (R) W
5. Rowland, J. (R) R
6. Johnson (R) R

DELAWARE
AL Carper (D) R

FLORIDA
1. Hutto (D) R
2. Grant (R) W
3. Bennett (D) R
4. James (R) W
5. McCollum (R) W
6. Stearns (R) W
7. Gibbons (D) R
8. Young (R) W
9. Bilirakis (R) W
10. Ireland (R) W
11. Nelson (D) R
12. Lewis, T. (R) W
13. Goss (R) W
14. Johnston (D) R
15. Shaw (R) W
16. Smith, L. (D) R
17. Lehman, W. (D) W
18. Ros-Lehtinen (R) W
19. Fascell (D) R

GEORGIA
1. Thomas, R. (D) R
2. Hatcher (D) R
3. Ray (D) W
4. Jones (D) R
5. Lewis (D) R
6. Gingrich (R) R
7. Darden (D) R
8. Rowland (D) R
9. Jenkins (D) R
10. Barnard (D) R

HAWAII
1. Saiki (R) W
2. Akaka (D) R

IDAHO
1. Craig (R) A
2. Stallings (D) R

ILLINOIS
1. Hayes (D) R
2. Savage (D) R
3. Russo (D) R
4. Sangmeister (D) R
5. Lipinski (D) R
6. Hyde (R) W
7. Collins (D) R
8. Rostenkowski (D) R
9. Yates (D) A
10. Porter (R) R
11. Annunzio (D) R
12. Crane, A. (R) W
13. Fawell (R) W
14. Hastert (R) W
15. Madigan (R) W
16. Martin, L. (R) W
17. Evans, L. (D) R
18. Michel (R) W
19. Bruce (D) R
20. Durbin (D) R
21. Costello (D) R
22. Poshard (D) R

INDIANA
1. Visclosky (D) R
2. Sharp (D) R
3. Hiler (R) W
4. Long (D) R
5. Jontz (D) R
6. Burton, D. (R) W
7. Myers (R) W
8. McCloskey (D) R
9. Hamilton (D) R
10. Jacobs (D) R

IOWA
1. Leach (R) W
2. Tauke (R) W
3. Nagle (D) R
4. Smith, N. (D) R
5. Lightfoot (R) W
6. Grandy (R) W

KANSAS
1. Roberts (R) W
2. Slattery (D) R
3. Meyers (R) W
4. Glickman (D) R
5. Whittaker (R) R

KENTUCKY
1. Hubbard (D) R
2. Natcher (D) R
3. Mazzoli (D) R
4. Bunning (R) W
5. Rogers (R) W
6. Hopkins (R) W
7. Perkins (D) R

LOUISIANA
1. Livingston (R) W
2. Boggs (D) R
3. Tauzin (D) W
4. McCrery (R) W
5. Huckaby (D) W
6. Baker (R) W
7. Hayes (D) A
8. Holloway (R) W

MAINE
1. Brennan (D) R
2. Snowe (R) W

MARYLAND
1. Dyson (D) R
2. Bentley (R) W
3. Cardin (D) R
4. McMillen (D) R
5. Hoyer (D) R
6. Byron (D) W
7. Mfume (D) R
8. Morella (R) W

MASSACHUSETTS
1. Conte (R) R
2. Neal (D) R
3. Early (D) R
4. Frank (D) R
5. Atkins (D) R
6. Mavroules (D) R
7. Markey (D) R
8. Kennedy (D) R
9. Moakley (D) R
10. Studds (D) R
11. Donnelly (D) R

MICHIGAN
1. Conyers (D) A
2. Pursell (R) W
3. Wolpe (D) R
4. Upton (R) W
5. Henry (R) W
6. Carr (D) R
7. Kildee (D) R
8. Traxler (D) R
9. Vander Jagt (R) W
10. Schuette (R) W
11. Davis (R) R
12. Bonior (D) R
13. Crockett (D) R
14. Hertel (D) R
15. Ford, W. (D) R
16. Dingell (D) R
17. Levin (D) R
18. Broomfield (R) W

MINNESOTA
1. Penny (D) R
2. Weber (R) W
3. Frenzel (R) W
4. Vento (D) R
5. Sabo (D) R
6. Sikorski (D) R
7. Stangeland (R) W
8. Oberstar (D) R

MISSISSIPPI
1. Whitten (D) R
2. Espy (D) R
3. Montgomery (D) W
4. Parker (D) W
5. Taylor (D) R

MISSOURI
1. Clay (D) A
2. Buechner (R) W
3. Gephardt (D) R
4. Skelton (D) R
5. Wheat (D) R
6. Coleman, E. (R) R
7. Hancock (R) W
8. Emerson (R) W
9. Volkmer (D) R

MONTANA
1. Williams, A. (D) R
2. Marlenee (R) W

NEBRASKA
1. Bereuter (R) W
2. Hoagland (D) R
3. Smith, V. (R) W

NEVADA
1. Bilbray (D) R
2. Vucanovich (R) W

NEW HAMPSHIRE
1. Smith, R. (R) W
2. Douglas (R) W

NEW JERSEY
1. Vacancy
2. Hughes (D) R
3. Pallone (D) R
4. Smith, A. (R) R
5. Roukema (R) R
6. Dwyer (D) R
7. Rinaldo (R) R
8. Roe (D) R
9. Torricelli (D) R
10. Payne (D) R
11. Gallo (R) W
12. Courter (R) W
13. Saxton (R) R
14. Guarini (D) R

NEW MEXICO
1. Schiff (R) W
2. Skeen (R) W
3. Richardson (D) R

NEW YORK
1. Hochbrueckner (D) R
2. Downey (D) R
3. Mrazek (D) R
4. Lent (R) W
5. McGrath (R) R
6. Flake (D) R
7. Ackerman (D) R
8. Scheuer (D) R
9. Manton (D) R
10. Schumer (D) R
11. Towns (D) R
12. Owens (D) R
13. Solarz (D) R
14. Vacancy
15. Green (R) W
16. Rangel (D) R
17. Weiss (D) R
18. Vacancy
19. Engel (D) R
20. Lowey (D) R
21. Fish (R) W
22. Gilman (R) R
23. McNulty (D) R
24. Solomon (R) A
25. Boehlert (R) R
26. Martin, D. (R) W
27. Walsh (R) R
28. McHugh (D) R
29. Horton (R) R
30. Slaughter (D) R
31. Paxon (R) W
32. LaFalce (D) R
33. Nowak (D) R
34. Houghton (R) W

NORTH CAROLINA
1. Jones, W. (D) R
2. Valentine (D) W
3. Lancaster (D) R
4. Price (D) R
5. Neal (D) A
6. Coble (R) W
7. Rose (D) R
8. Hefner (D) R
9. McMillan (R) W
10. Ballenger (R) W
11. Clarke (D) R

NORTH DAKOTA
AL Dorgan (D) R

OHIO
1. Luken (D) R
2. Gradison (R) W
3. Hall, T. (D) R
4. Oxley (R) W
5. Gillmor (R) W
6. McEwen (R) W
7. DeWine (R) W
8. Lukens (R) W
9. Kaptur (D) R
10. Miller, A. (R) W
11. Eckart (D) R
12. Kasich (R) W
13. Pease (D) R
14. Sawyer (D) R
15. Wylie (R) W
16. Regula (R) W
17. Traficant (D) R
18. Applegate (D) R
19. Feighan (D) R
20. Oakar (D) R
21. Stokes (D) R

OKLAHOMA
1. Inhofe (R) W
2. Synar (D) R
3. Watkins (D) R
4. McCurdy (D) R
5. Edwards, M. (R) W
6. English (D) R

OREGON
1. AuCoin (D) R
2. Smith, R. (R) W
3. Wyden (D) R
4. DeFazio (D) R
5. Smith, D. (R) W

PENNSYLVANIA
1. Foglietta (D) R
2. Gray (D) R
3. Borski (D) R
4. Kolter (D) R
5. Schulze (R) W
6. Yatron (D) R
7. Weldon (R) R
8. Kostmayer (D) R
9. Shuster (R) W
10. McDade (R) R
11. Kanjorski (D) R
12. Murtha (D) R
13. Coughlin (R) W
14. Coyne (D) R
15. Ritter (R) W
16. Walker (R) W
17. Gekas (R) W
18. Walgren (D) R
19. Goodling (R) W
20. Gaydos (D) R
21. Ridge (R) R
22. Murphy (D) R
23. Clinger (R) W

RHODE ISLAND
1. Machtley (R) R
2. Schneider (R) R

SOUTH CAROLINA
1. Ravenel (R) W
2. Spence (R) W
3. Derrick (D) R
4. Patterson (D) R
5. Spratt (D) R
6. Tallon (D) R

SOUTH DAKOTA
AL Johnson (D) R

TENNESSEE
1. Quillen (R) W
2. Duncan (R) W
3. Lloyd (D) R
4. Cooper (D) R
5. Clement (D) R
6. Gordon (D) R
7. Sundquist (R) W
8. Tanner (D) R
9. Ford, H. (D) A

TEXAS
1. Chapman (D) R
2. Wilson (D) W
3. Bartlett (R) W
4. Hall, R. (D) W
5. Bryant (D) R
6. Barton (R) W
7. Archer (R) W
8. Fields (R) W
9. Brooks (D) A
10. Pickle (D) W
11. Leath (D) W
12. Geren (D) R
13. Sarpalius (D) R
14. Laughlin (D) R
15. de la Garza (D) R
16. Coleman, R. (D) R
17. Stenholm (D) W
18. Washington (D) R
19. Combest (R) W
20. Gonzalez (D) R
21. Smith (R) W
22. DeLay (R) W
23. Bustamante (D) R
24. Frost (D) R
25. Andrews, M. (D) R
26. Armey (R) W
27. Ortiz (D) R

UTAH
1. Hansen, J. (R) W
2. Owens (D) R
3. Nielson (R) W

VERMONT
AL Smith, P. (R) W

VIRGINIA
1. Bateman (R) W
2. Pickett (D) R
3. Bliley (R) W
4. Sisisky (D) R
5. Payne (D) R
6. Olin (D) R
7. Slaughter (R) W
8. Parris (R) R
9. Boucher (D) R
10. Wolf (R) W

WASHINGTON
1. Miller, J. (R) W
2. Swift (D) R
3. Unsoeld (D) R
4. Morrison, S. (R) W
5. Foley (D) Speaker
6. Dicks (D) R
7. McDermott (D) R
8. Chandler (R) W

WEST VIRGINIA
1. Mollohan (D) R
2. Staggers (D) R
3. Wise (D) R
4. Rahall (D) R

WISCONSIN
1. Aspin (D) R
2. Kastenmeier (D) R
3. Gunderson (R) W
4. Kleczka (D) R
5. Moody (D) R
6. Petri (R) W
7. Obey (D) R
8. Roth (R) W
9. Sensenbrenner (R) W

WYOMING
AL Thomas (R) W

IAFF seeks hazardous materials data bank, training

By Arlee C. Green

The Fire Fighters released a ''white paper'' on the dangers daily facing those who respond to hazardous materials accidents, and called for legislation to establish a nationwide computer data bank on transported hazardous materials and for increased training to reduce those risks.

IAFF President Alfred K. Whitehead told a press conference that enactment of the Fire Fighters Hazardous Materials Transportation Act (H.R. 2584) is the IAFF's top legislative priority. The bipartisan bill has been introduced by Reps. Doug Applegate (D-Ohio) and Sherwood Boehlert (R-N.Y.) and is cosponsored by more than 150 other representatives,

The bill would establish the data and tracking system, which could be accessed by fire fighters at accident scenes, Whitehead said. It would be funded through fees assessed on the generators of hazardous materials.

More than 450 Fire Fighters attending the union's annual legislative conference in Washington, where they lobbied their hometown members of Congress, are preparing a nationwide grassroots campaign to garner public support for the measure.

The bill is being opposed by the ''unholy alliance of interests representing the chemical and trucking industries,'' Whitehead said, ''and they are using every weapon in their substantial arsenal to kill our bill and bury the new system.''

The IAFF white paper, titled ''A Nation at Risk: Emergency Response and the Transportation of Hazardous Materials,'' points out that a half million shipments of hazardous materials criss-cross the nation every day.

The effectiveness of the emergency response to a hazardous materials accident, Whitehead said, ''determines whether the end result will be minor property damage or a mini-Bhopal,'' referring to the chemical accident in Bhopal, India, that killed 2,500 people.

The report called the system for accessing information on hazardous shipments ''antiquated and ineffective'' and said those who respond first to hazardous materials accidents have insufficient training.

The federal government's ability to solve the problems that cause these accidents — lack of information, inadequately trained personnel, poor coordination and communication and an absence of advance planning — is undercut by agencies whose roles in meeting the complex problems of safe transport of hazardous materials ''remain directionless and undefined,'' the report said.

Whitehead stressed that time is a critical element in the ability of fire fighters to save lives. Often they must wait, sometimes hours, for information vital to the safe containment of hazardous materials. The report cited examples in which fire fighters have been forced to proceed without needed information.

In November 1988, six Kansas City fire fighters died while fighting a blaze at a construction site. They parked next to a trailer filled with 23 tons of ammonium nitrate, which exploded. The trailer had no markings indicating its contents, only a placard that read, ''Please Drive Safely.''

Federal requirements for manifests and placards on trucks are not enough, Whitehead said. The congressional Office of Technology Assessment estimates that more than 50 percent of the placards on trucks are missing or wrong, the report noted. Moreover, shipping papers are often unavailable, incomplete or erroneous.

The Occupational Safety and Health Administration in 1988 issued its hazardous waste operations and emergency response standard, in which it requires only eight hours of training for fire fighters and 24 hours for hazardous materials team members. That compares to 100 hours of training in basic first aid.

AFL-CIO Secretary-Treasurer Thomas R. Donahue testifies on work-based immigration laws at congressional hearings. Seated at right are Research Director Rudy Oswald and Associate General Counsel Janet Kohn.

Work-based immigration protections urged

By Gene Zack

Immigration law provisions on bringing aliens into the United States to meet job shortages must be overhauled to safeguard American workers' employment rights and to prevent exploitation of foreign workers, the AFL-CIO said in testimony before Congress.

''U.S. workers should have a first claim on U.S. jobs,'' AFL-CIO Secretary-Treasurer Thomas R. Donahue told a joint hearing of a House Judiciary subcommittee and Education and Labor Committee immigration task force.

Furthermore, he said, American wages and working conditions should not be undermined by employers who offer wages to immigrants that are substandard here even though they may be better than those available in their country of origin.

''Such imported workers are all too readily exploitable — especially when they are here as temporary workers — since their continued access to this country is dependent upon the very employer who has set those terms of employment,'' Donahue said.

Noting a steady increase in management claims that labor shortages threaten certain parts of the American economy, Donahue said this presents ''a real opportunity to achieve long overdue improvements in wages and working conditions,'' and to facilitate integration into the U.S. workforce, through education and training, of those in the inner cities, women, recent immigrants, persons with disabilities, older persons and refugees.

Work-based admissions should be linked to a demonstrated need, rather than on management claims that such a need exists, the AFL-CIO said. ''It is no favor to anyone to leave the law so vague, so broad, or so lacking in standards that it provides no sure guidance and no curb on the greed of exploitative employers or the ingenuity of their lawyers.''

The federation endorsed pending legislation requiring Labor Department certification of national, rural and individual shortages, and called for union representation on state and federal advisory councils making recommendations in this area.

Donahue noted that many jobs can be filled through nationwide recruitment of American workers. ''If employers make reasonable wage and salary offers, they will get qualified job-seekers from all over the United States,'' he said.

Donahue was critical of many U.S. Employment Service job bank listings that contain ''totally unrealistic job offers at incredibly low wages.''

The AFL-CIO supported provisions in a pending measure that would require employers to certify that foreign workers would not be brought in as strikebreakers. ''Such importation of alien workers would undermine the ability of U.S. workers to bargain effectively over their wages and conditions of employment,'' Donahue declared.

To discourage employers from flouting the law, the federation called for ''substantial penalties'' to both deter and correct violations. ''There must be a financial cost to non-payment of the proper wages, not simply their belated payment,'' Donahue said. And there must be ''a debarment period during which the offending employer cannot avail itself of foreign workers.''

In addition to calling for an overhaul of provisions on work-based admissions, Donahue restated the AFL-CIO's commitment to family unification as a basis for immigration to the United States.

The family performs a ''critical role'' in society and there is a need for spouses and their children to be together, he said, adding that this is ''as true for families divided by immigration as for any others.''

Donahue stressed the urgency of a pending ''family fairness'' amendment to the 1986 Immigration Reform and Control Act to resolve the problems of legalized aliens' spouses and minor children who are in this country but are ineligible to obtain legal status.

Child labor blitz called 'ceremony'

The Department of Labor, in a three-day enforcement blitz of child labor laws, found that 43 percent of some 3,400 businesses violated federal regulations.

But the well-timed exhibition of enforcement was just a ''ceremony'' designed in part to blunt criticisms of the Labor Department's record on child labor, the AFL-CIO said.

Federation economist John L. Zalusky, in testimony submitted to the House Employment and Housing Subcommittee, said the ''sting'' carried out by more than 500 wage and hour compliance officers — more than half the force nationwide — should be taken in the proper context.

There are too few compliance officers charged with enforcing many regulations that should be reviewed and made to reflect current risks to youth in the workplace, he said.

Zalusky noted the department's 953 compliance officers enforce not only child labor laws, but also overtime and minimum wage rules, prevailing wage and other laws covering migrant workers, wage garnishment, polygraph use and industrial homework.

The Labor Department compensated for a cut in the number of compliance officers during the 1980s by increasing the percentage of complaints handled by telephone. Each compliance officer handled more cases, which ''looks good on the books,'' but ''it is not going to find child labor violators the way direct investigations will,'' he said.

From March 19 to 22, the department's ''Operation Child Watch'' used 500 compliance officers to investigate retail and service businesses that traditionally hire youths. An estimated 7,000 children under age 18 were found working under conditions prohibited by the Fair Labor Standards Act, Dole told a press briefing.

The violations mainly were 14- and 15-year-olds working too many hours and 16- and 17-year-olds working at hazardous jobs. Dole estimated $1.8 million in penalties will be assessed.

Noting a 128-percent increase in child labor law violations between 1985 and 1989, Dole said she wants to deliver a ''clear message'' that the department is carrying out its responsibilities. ''The cop is on the beat. Violations, whether motivated by greed or ignorance, will not be tolerated,'' she said.

A new decade for negotiations: turning the corner

By Shaun Gehan

An upswing in collective bargaining during 1989 suggests that labor has survived the difficult '80s in fine form, and now is poised for significant gains during the next decade.

For the first time since 1981, new "major contracts" (for bargaining units of 1,000 members or more) call for higher wage gains than the contracts they replace, according to the Bureau of Labor Statistics.

Some of the credit for these gains has to go to a renewed sense of labor solidarity, a cooperative boost to collective bargaining that is exemplified in the AT&T negotiations with the Communications Workers and Electrical Workers.

The IBEW and CWA approached the AFL-CIO Strategic Approaches Committee during the spring of 1989 with the idea of a nationwide boycott of AT&T's long-distance services because of the company's hard-line stance on health care benefits, the seniority system and skilled jobs cuts.

The committee, headed by Steelworkers President Lynn Williams and designed to help affiliates who ask for assistance on crucial negotiations, mobilized union members on behalf of the two unions.

The prospect of this threatened boycott led the company to agree to a contract that fulfilled the unions' goals on these issues and expanded and broke ground in others. This settlement preceded the telephone negotiations that followed at all the so-called "Baby Bells."

Economic trends

The effect of the economy on the collective bargaining climate during 1989 was minimal. While the economy grew at a rather sluggish pace, unemployment remained stable at a 5.3 percent annual average and inflation was 4.6 percent, about the same level as a year earlier.

The fairly stable level of unemployment, especially in the second half of the year, however, tended to mask the tremendous employment growth in the service sector, which was more than enough to offset manufacturing losses of some 104,000 workers over the year.

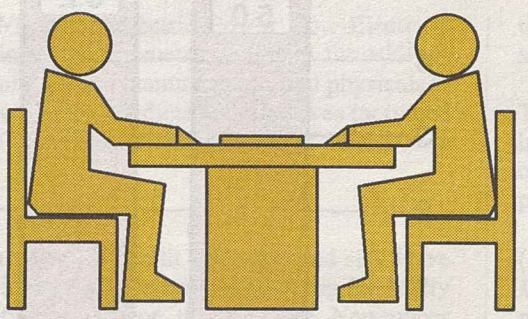
The consensus forecast for 1990 is for more of the same — with even slower growth, a bit lower inflation rate and unemployment rising slightly. But some recent signs, including a sharp 0.7 percent rise in the Producer Price Index for December, indicate that inflation may once again be on the rise.

Other general economic trends continue to affect the collective bargaining atmosphere. The merchandise trade deficit is still large — totaling some $109 billion in 1989, although it declined by $10 billion from the $119 billion total of 1988.

The real earnings of most Americans, meanwhile, continued to decline during the decade. Real earnings is the measure of wage gains for nonsupervisory personnel in the nonagricultural private sector, adjusted for inflation. During 1989, when pay for top executives was soaring, real earnings for most Americans declined by 1.3 percent.

The fragile economic conditions, combined with skyrocketing health-care costs, have prompted unions to use the collective bargaining process to emphasize issues such as employer-paid health insurance, pay equity for women and minorities, cost-of-living-adjustments (COLAs), improved pension plans, training and education, and family issues such as child- and elder-care benefits and parental leave, in addition to pay.

Shaun Gehan is the 1989-90 Research Associate in the AFL-CIO Department of Economic Research.



Bargaining overview

Fully 99 percent of all major private-sector contracts negotiated in 1989 will raise wages, the BLS reports. Increases average 4.0 percent for the first year and 3.3 percent over the full term of the contract. Public-sector contracts average 5.1 percent both in the first year and over the life of the contract. The higher figure for the public sector reflects "catch-up" gains.

The last time parties in the private sector sat down to bargain, the contracts they negotiated called for increases of only 2.4 percent over the life of the contract. This turnaround is the first since 1981, the last time new contracts called for higher wage adjustments than the ones they replaced.

The government's collective bargaining figures do not include such things as cost-of-living-adjustments (COLAs), lump-sum payments, stock-option plans and profit-sharing plans, which sometimes are large parts of negotiated contracts.

Since these negotiated benefits make up a larger percentage of union workers' compensation packages than they do for nonunion workers, the BLS statistics on bargaining understate the gains that union workers have been making.

Such forms of compensation are most common in manufacturing, which may in part explain why the BLS figures for average wage increases in this sector are lower than in nonmanufacturing industries: 3.2 percent as compared to 3.4 percent over the contract term.

It is estimated that seven-tenths of all manufacturing workers covered under major collective bargaining contracts had provisions for lump-sum payments, COLAs or both. This does not even begin to touch other benefits gained through collective bargaining.

The margin of difference in compensation between union and nonunion workers is still great, according to the Labor Department's Employment Cost Index. Compensation is a measure of employer's cost for employee wages and benefits.

The figures for 1988 show a $4.79-per-hour advantage for union members. Average hourly compensation for union members is $18.25. An even greater difference is in the area of benefits, in which union members have won $6.14 per hour, as compared to $3.45.

One trend that has been prevalent since the mid-decade is the dominance of "frontloaded" contracts, in which the larger pay increases fall in the first year of the contract. This puts more money in the pockets of workers and increases the value of all other benefits, such as pensions, which are tied to wage levels.

Fully 56 percent of all 1989 contracts contained the largest increases in the first year, as compared to only 27 percent "backloaded" contracts, BLS figures show.

Two-tier wage systems

Two-tier wage structures, which introduce a new, lower wage and/or benefits for recently hired employees, are continuing a decline that began in 1986. These devices often proved to be divisive and counter-productive.

The Food and Commercial Workers eliminated or reduced two-tier wage structures in 1989 contracts covering grocery store workers in Seattle, Toledo, Ohio and the metropolitan Washington area that includes portions of Maryland and Virginia.

In Oregon, the Teamsters eliminated a two-tier structure in their negotiations with Fred Meyer Inc.

Pay equity

Pay equity, or "equal pay for work of comparable value," also has been an important issue at the bargaining table. Many positions that traditionally have been held by women or minorities tend to pay much less, even though they are arduous or require as many objective skills or levels of education as other jobs.

Under a contract won by the Service Employees, approximately 1,000 health, administration,

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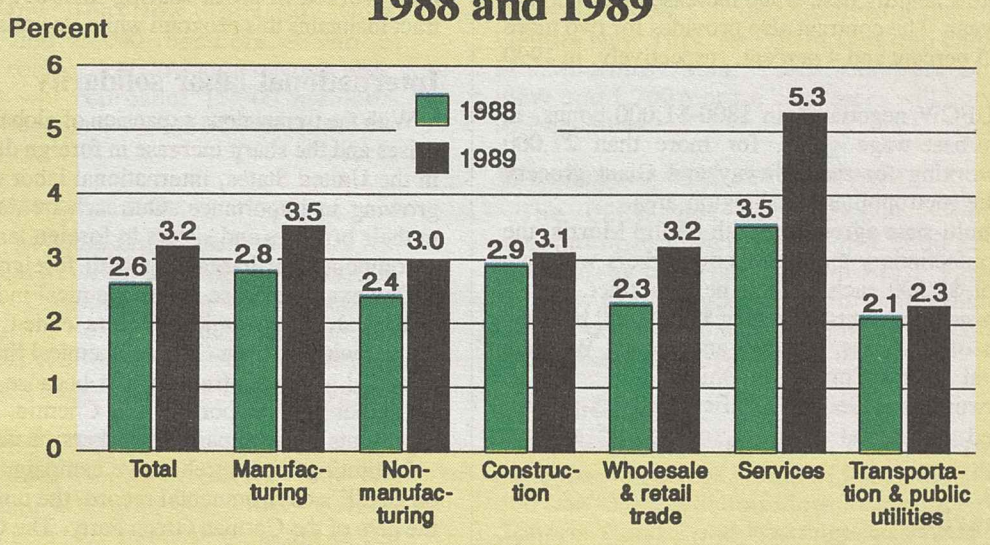
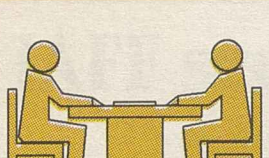
Average effective* wage adjustments in major collective bargaining agreements 1988 and 1989



* These figures include COLA adjustments, deferred increases and first year gains in new contracts.

Source: Bureau of Labor Statistics

AFL-CIO NEWSGRAFIC



Bargaining '90

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criminal justice and welfare workers in Alameda County, Calif., will receive pay equity raises of 2 to 4 percent, depending on employees' job classifications.

The county is to disburse $2.8 million for various female- and minority-dominated jobs in which pay rates have lagged behind the male-dominated fields. This fund will bring into line the wage rates between different jobs requiring similar levels of skills and ability.

Equity adjustments of as much as 19 percent in base wages of certain classifications are called for in a new three-year contract covering some 10,000 members of the Service Employees working for Kaiser Permanente in California.

AFSCME has won a $835,000 equity-adjustment fund in Connecticut for state workers; in Portland, Ore., some 450 women requested by AFSCME and other unions will be placed in 23 new job categories which reflect the true demands of their labor; and in San Jose, Calif., an eight-year effort to achieve comparable worth has paid off with equity adjustments ranging from 5 to 10 percent specified in the new contract.

Cost-of-living adjustments

Many unions focused on COLAs during bargaining to ensure that pay raises would not be erased by price increases. The proportion of workers under contracts covered by COLA protection is declining, however, from 60 percent between 1976 and 1984 to 40 percent in 1989, BLS data show.

While the proportion has leveled out over the past three years, the amount of protection that COLAs provide rose during 1989.

COLA increases recovered an average of 43 percent of the increase in the Consumer Price Index in 1987 and 1988, compared to 70 percent of the CPI during the 1976-84 period. For 1989, however, fully 61 percent of worker's income losses to inflation, on average, are recovered through negotiated COLAs.

The Steelworkers at Bethlehem Steel have an Inflation Recognition Plan that provides for a 1 percent increase in pay for every increase of 1 percent in the CPI over 3 percent, starting in 1991.

The agreement between the Machinists and Boeing Aircraft calls for an improved COLA formula that will yield 99-plus percent of actual inflation.

It provides an immediate 60 cents an hour "pre-paid" COLA increase that will be retained regardless of actual inflation. CPI increases beyond the 60 cents will be paid quarterly. Adjustments of one cent for every 0.1 percent increase in the CPI will be made quarterly in the contract's second and third years.

Lump-sum payments

Lump-sum provisions tend to be more prevalent in manufacturing and retail food contracts than in other economic sectors. Most unions tend to resist lump-sum payments since they do not add to future base-wage increases, roll-up on pension benefits, shift differentials, holiday and vacation pay.

Following are some of the lump-sum payment gains negotiated during 1989:

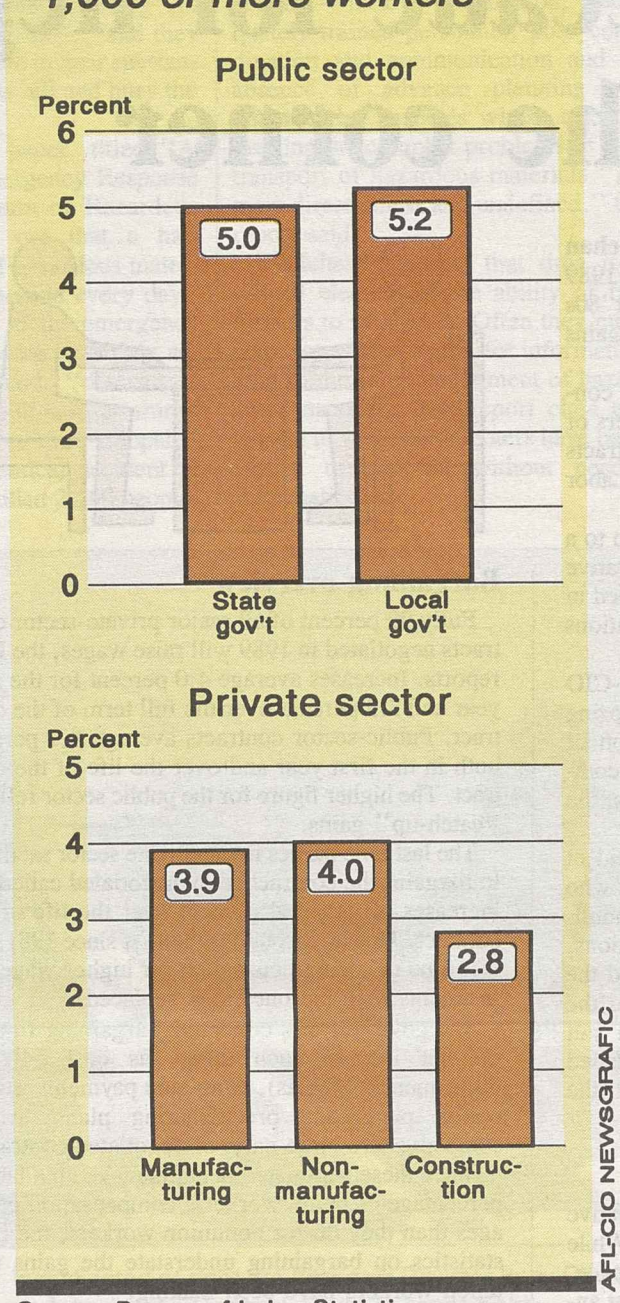
- The Machinists' pact with Boeing includes bonuses in addition to a healthy base-wage increase of 10 percent in the first year. The contract also provides for two more bonuses of 5 percent and 4 percent, respectively, in 1990 and 1991.
- The UFCW negotiated an $800-$1,000 bonus, in addition to base-wage gains, for more than 27,000 members working for the Safeway and Giant grocery chains in the metropolitan Washington area.
- In a multi-state agreement with Phillip Morris, the Bakery, Confectionery and Tobacco Workers won two payments of $1,500 each in their new contract.
- Lump-sum payments averaging $1,250 will be made to members of the Glass, Molders and Pottery Workers and IBEW at Owens-Corning in Ohio.
- Paperworkers at Georgia Pacific won a 2.5-percent bonus based on annual earnings, on top of a wage increase.

Profit sharing

Many unions that accepted profit-sharing when employers were claiming poverty earlier this decade are now reaping their rewards.

Average first year wage gains, 1989

For contracts covering 1,000 or more workers



Source: Bureau of Labor Statistics

At the Ford Motor Co., the UAW's profit-sharing plan paid off handsomely in 1989. Each member at Ford's many plants received a $2,800 share, or $1.35 an hour, of the company's profits. The two other major auto manufacturers, Chrysler and General Motors, paid out bonuses of $720 and $254, respectively.

Meanwhile, BC&T members at Phillip Morris in three states negotiated a unique deferred profit-sharing loan program, which allows workers to borrow against their expected incentive bonus gains.

The steel industry, which had been in a slump in the mid-1980s, has negotiated profit sharing and ESOPs to offset wage concessions. While some of these have been replaced in the new contracts with real wage gains, old profit-sharing deals have paid off.

At National Steel, employees received about $1.25-an-hour worked in profit sharing in 1989. Their new contract maintains this program while also raising base wages.

International labor solidarity

With the tremendous expansion of global business enterprises and the sharp increase in foreign direct investment in the United States, international labor connections are growing in importance. Outreach by American unions to their brothers and sisters in foreign lands is becoming a component of bargaining with foreign-owned firms.

One example arose in the chemical industry. The Oil, Chemical and Atomic Workers ended a long-running dispute with the giant German chemical firm, BASF. They obtained a fair contract in part because they were able to garner the support of IG Chemie, the union that represents the company's workers in Germany.

Instituting a comprehensive campaign which focused on BASF's environmental record, the union also enlisted the help of the German Green Party. The Greens protested BASF's environmental record while IG Chemie worked behind the scene to pressure the company.

The agreement calls for pay increases, job security provisions and reinstatement for all of the 370 OCAW members. It also includes a no-subcontracting provision and full seniority for workers for the length of the walkout in all areas except pension. Workers who choose not to return will be paid $1,000 for each year of service including the lock-out period.

Job security

Job guarantees were negotiated this year by the Clothing and Textile Workers at Xerox. The contract states that permanent employees hired before March 1, 1989, "shall not be subject to economic lay-off over the term of this agreement."

In a multi-state agreement with Caterpillar Tractors, the UAW negotiated a job security plan that protects them from virtually all layoffs.

UAW members working at Ford Motor's Rouge Steel also obtained security provisions that will ensure the continuation of their jobs and contract during a proposed sale of the company.

Some 190 Locomotive Engineers working for the New York-New Jersey rail system, PATH, negotiated a contract that guarantees members will be offered a new job or training for a new position if they fail to meet new federal licensing standards.

Also in the transportation industry, the Air Line Pilots flying for American Airlines, who have been with the company since January 1, 1987, negotiated for life-time job security.

And the Transport Workers with the Metro Dade Transport Authority in Florida are preserving jobs through the inclusion of a contract provision that limits contracting-out for work.

Family issues

The agreement between AFSCME and Harvard contains paid maternal and paternal leave — eight weeks at 70 percent pay for expectant mothers, as well as a fully paid one-week leave for fathers and for adoptive parents. Funding also is provided to establish an on-campus day-care center for children.

The contracts between AT&T and the CWA and IBEW provides a "Family Care" package that includes extended leave for parents of newborn children and care of sick family members, a $5 million fund to foster professional organizations to serve child and elder care needs, and an innovative flexible excused work day to help parents deal with emergency situations.

The child-birth or family-care leave can be granted for up to a year, with company-paid medical, life, dental and death benefits to be continued for at least six months. Upon return, the workers are guaranteed the same or a similar position with no loss in seniority.

One year parental leave for either parent following the birth of a child also was obtained by 2,500 Electronic Workers at Ford Electronics and Refrigeration.

An earlier contract negotiated with Chrysler bore fruit for the UAW at the company's Electronics Division in Alabama, where construction began this year on the industry's first on-site, jointly operated child-care center.

The UFCW, in its agreement with Prudential Insurance, has negotiated a joint committee to study needs for child care and parental leave among the more than 35,000 employees in 35 states.

Elder care

Another issue likely to grow in importance in future collective bargaining is "elder care." As more "baby-boomers" reach retirement age, more working couples may have responsibilities to care for aging parents and relatives.

In the CWA and IBEW settlements with NYNEX, extensive provisions are made for elder care. Effective January 1991, an Elder Care Resource and Referral Service (ECRS) will be instituted to help employees locate, evaluate and manage quality care for relatives 60 and over.

The Machinists' new contract with Boeing also contains similar provisions on elder care. The new contract will allow for leaves of absence to attend to family emergencies and provides other services to help dependent, elderly relatives.

Health care

With medical costs continuing a 10-year surge in 1989, companies continued their efforts to raise deductibles on health coverage, or to shift all or part of the premiums to workers. Unions have resisted, forcing many of the labor-management disputes during the past year, including the Mine Workers' ordeal at Pittston Coal and the CWA and IBEW at NYNEX.

Despite employer efforts to cut services, raise deductibles and force workers to take on all or part of the premiums, these gains were registered in negotiations during 1989:

- The SEIU, in a contract with Philadelphia Gas Works, won increases in health-care payments in return

for an agreement to seek cost-cutting measures with the company.

● In Alameda County, Calif., Service Employees working in the health, welfare, administration and criminal justice departments were able to extend vision and dental coverage and institute a catastrophic sick leave plan.

● The Seafarers at Crown Cork and Seal in Texas negotiated increases of 40 to 45 percent in the contribution to the health-care fund. This increase is enough to not only guarantee benefits at existing levels over the life of the contract, but also adds coverage for prescriptions.

● The Bakery workers at Hershey Chocolate in Pennsylvania secured a "flexible benefit" package for its members. The contract sets as its base previous benefits already won. The new portion allows in, individuals to tailor additional benefits to suit their personal needs.

● The first-ever contract negotiated between the SEIU and the University of Cincinnati offers employees a new, fully paid medical insurance program. The university's HMO plan is fully paid, while a Preferred Provider Organization plan will receive fully paid benefits until 1991, when workers will pick up a part of the premium.

As a means to help contain health costs, some unions have negotiated "wellness programs," preventative care designed to enhance the personal well-being and fitness of employees:

● The Steelworkers, in their latest contract with Armco Steel, instituted a wellness program as part of a health-care cost containment effort that will be run by a joint labor-management committee. Funding comes from a $6-per-employee, per-year employer contribution.

● The Hotel Employees and Restaurant Employees in San Francisco hotels have negotiated a 52 percent rise in employer contributions to their pension and health insurance plans over the life of the contract, a figure that keeps them ahead of inflation and extends benefits.

Source: Bureau of Labor Statistics

● At the Wisconsin Electric Power Co., Electrical Workers obtained improvements including the addition of vision care and annual mammograms and physicals to the medical plan. Major medical coverage was increased four-fold from the previous lifetime limit of $250,000 to $1 million.

Workplace safety

Along with traditional health insurance and sick leave provisions, unions also have been negotiating for safety and health improvements on the job. The Newspaper Guild negotiated 100 percent cancer-screening medical insurance for wire service members who work extensively with VDTs on the job.

Service Employees working for the State of California strengthened contract language relating to VDT protection, including the right of pregnant women to temporarily switch jobs.

Safety was an issue in contract negotiations between the Teachers and Baltimore City schools. The AFT contract includes language calling for visitor passes, school police officers, student identification badges and operational public address systems.

Repetitive motion injury or carpal tunnel syndrome (CTS) arose as another serious safety concern during the 1980s. Common in the meat packing industry, repetitive motion problems also were noted in offices and grocery stores, where people spend much of their day in routine and repetitive tasks such as keyboard punching.

The UFCW and Acme Foods in Philadelphia have agreed to undertake joint ergonomic studies on how tasks

continued on next page

1990 Collective Bargaining Calendar

Aerospace

More than 48,000 members of the Machinists, UAW, Teamsters and Office Employees will negotiate in 1990. Companies include Martin Marrietta in November, McDonnell Douglas in May, and General Dynamics and Beech Aircraft in August.

Construction

5,700 Laborers and Carpenters have contracts expiring in Florida in March. The largest expiring contract is a multi-union agreement covering some 38,000 union workers with the Building Contractors Association of New York, in June.

Food processing

3,500 Grain Millers will bargain with General Mills in March, while some 4,600 more negotiate with Kelloggs in September. The BCT has a contract covering 9,400 workers at Nabisco expiring in August as well as the New York City Standard Bakery Agreement for 1,700 members, which is up in January. The UFCW, which represents 1,100 workers at Hormel, will bargain in September.

Health care services

The SEIU will represent some 14,500 members in Illinois and Washington, D.C., and California with the earliest contract up in October. 9,400 OPEIU and SEIU members at Kaiser Foundation Hospitals in California bargain in March.

Insurance

7,000 UFCW members will negotiate with Metropolitan in March and John Hancock in June. The OPEIU and Northwestern Mutual Life will bargain a new contract in April.

Maritime and shipbuilding

The Metal Trades Council represented some 6,900 union members in negotiations at shipbuilding firms in Mississippi and Washington in February and March. In June, 28,000 Marine Engineers will negotiate several multistate agreements. The Longshoremen and Warehousemen have contracts up in July with the Pacific Maritime Association.

Petroleum and coal

The OCAW negotiated contracts with all the major oil companies in late January. The Mine Workers will be negotiating with Western Mine Operators and others not part of the east coast agreement when contracts expire in April and May for several thousand workers. The heaviest activity will occur in Colorado, Wyoming and Utah.

Steel

Some 2,000 Steelworkers negotiated with Allegany Ludlum Industries and 23,000 bargained with LTV Steel; both contracts were due to expire in April.

Public employees

In New York City, contracts covering 286,000 workers, most represented by AFSCME, SEIU, Teamsters and the Teachers, will expire in June and September. In September, Michigan state government will negotiate with some 41,000 workers, largely represented by AFSCME, SEIU and the UAW.

Rubber

The Rubber Workers will represent roughly 30,000 members in negotiations in April and July with Bridgestone/Firestone, Goodyear and Uniroyal.

Services

The Hawaii Hotel Council and the Hotel Employees and Restaurant Employees and the Longshoremen and Warehousemen have a contract covering some 13,000 employees set to expire in May. The New York City Hotel Association and 25,000 members of various unions have contracts up in June. In November, the ACTWU will represent 15,000 members covered by the Master Laundry Contract in New York.

Stone, glass and clay

The Glass, Molders and Pottery Workers will have contracts expiring at Owens-Illinois, Anchor Hocking Corp., Brockway Inc. and Foster Forbes covering some 25,400 members. At Corning Glass Works in New York, 3,200 Flint Glass Workers began negotiations in January.

Textiles and apparel

Clothing and Textile Workers and the Clothing Manufacturers Association have a contract expiring in September covering 45,000 members. In February, 15,000 ACTWU members ratified a contract with the Cotton Garment Negotiating Group, representing 15 employers. In June, 6,800 ILGWU members will negotiate with three manufacturers associations in New York.

Transit

The Transit Union has contracts expiring in March with New Jersey and Milwaukee covering 5,800 members. 1,200 SEIU members and the Bay Area Rapid Transit of San Francisco will negotiate in June. The Transit Union's contract with Greyhound expired in February.

Transportation equipment

Major contracts covering 64,000 workers at Chrysler, 107,000 workers at Ford and 335,000 UAW members at General Motors expire in September. Also at General Motors, 23,000 Electronic Workers will bargain in September.

Trucking and warehousing

Teamsters and United Parcel Service will negotiate a multistate contract for some 115,000 drivers and deliverers in July.

U.S. postal employees

The United States Postal Service has contracts expiring with 232,500 Letter Carriers, 346,000 Postal Workers and 50,000 members of the Laborers' Mail Handlers Division in July.

Utilities

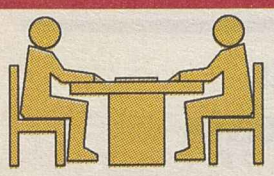
In May, the IBEW will negotiate with both the Houston Power Co. and Niagara Mohawk of upstate New York. At Pacific Gas and Electric, in California, some 17,000 members of the IBEW and 1,700 Marine Engineers will bargain in December.

Wholesale and retail trade

The UFCW has some 23,000 members negotiating contracts with Big V Shop Rite in New Jersey and New York in April; 9,900 at Safeway and King Soopers stores in Colorado in May; and 54,000 with the Employers Council of Southern California in July.

Beyond 1990

The Teamsters National Master Freight Agreement expires in March 1991. The USWA and USX Corp. will negotiate in January 1991. General Electric and Westinghouse have major agreements with the 13 union Coordinated Bargaining Council set to expire in 1991.



Bargaining '90

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might be redesigned to reduce the chances of workers contracting CTS.

A joint pilot project also will begin at IBP Inc.; plant in Nebraska, under a UFCW contract. Certain workers will be trained as "ergonomic monitors," identifying injury-inducing jobs and recommending solutions to a joint committee.

Pensions

The Steelworkers made pension improvements in their negotiations with the Timken Co., gaining supplemental payments for 30-year veterans of $1,000 a month, until the retiree reaches 62 and is eligible for Social Security. The basic plan was raised from $592 to $712.

Air Line Pilots at Northwest Airlines liberalized their pension plan by redefining "average hourly earning" as the "highest 60 months earnings in the last 120 months." They also were successful in eliminating an offset formula that tied payments to Social Security benefits.

In New York, Retail, Wholesale and Department Store Union workers, in addition to general pay hikes, improved their pension plan with Macy's by extending their prescription plan to cover both retirees and their families.

The Transport Workers employed by the City of Philadelphia agreed to contribute $5 a week from their 17.3-percent wage increase to their pension plan to vastly upgrade the system. As of August, 1989, workers will be credited $40 per month of service, up from $18.

Also, full retirement now will be offered at the age of 62, or for those workers who reach 55 with 30 years' service. Previously, the eligibility age for full benefits was 65.

Education and training

In the steel industry, the Steelworkers have negotiated for an industry-wide "Career Development Program" training fund in their 1989 contracts. Funding will come from 5-cent-per-hour employer contributions per bargaining unit member.

In some contracts, such as the Inland Steel agreement, additional funds will be tied to programs designed to control excessive overtime. In that agreement, the company will pay a premium amount to the training fund for all hours in excess of 56 per week.

In other bargaining:

- The Retail, Wholesale and Department Store Union, representing workers at 56 private hospitals in New York City, established a training and upgrading system for its members.
- The Service Employees in Northern California won educational leave pay for 10,000 members at Kaiser Permanente.
- AFSCME, representing clerical workers in Connecticut, negotiated an additional $25,000 for their tuition pool.
- The CWA and IBEW, in negotiations with AT&T, increased the company's contribution to their educational and training program, the Alliance, to $7.50 per employee, per month. This represents a doubling of the old contract rate and, by contract's end, will rise another $2.
- HERE members in Boston, many of whom are immigrants to the United States, won an educational fund to finance English-language instruction.
- Iron Workers in Detroit negotiated their first employer levy to the national apprenticeship fund.
- Similarly, Sheet Metal Workers in California negotiated for a first-time 5-cent-per-hour contribution by the Oakland Area Contractor's Association.

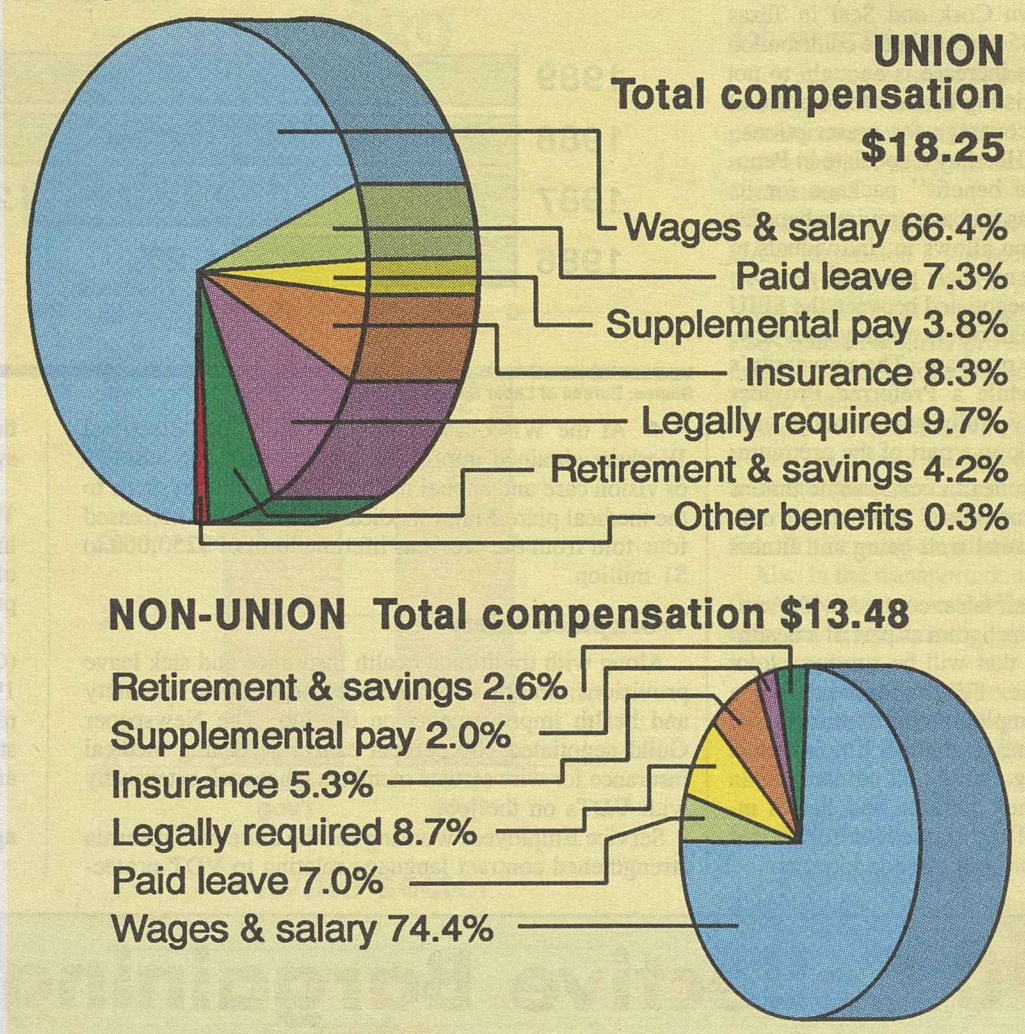
Labor-management innovation

The Teachers' contract with Los Angeles City schools assured teachers control over the classroom and enhanced teacher input into decision-making.

The Bricklayers have announced the development of a new standard contract designed to aid contractors doing business in multiple markets. This contract will assist the union in combatting "double-breasting" and subcontracting of work to nonunion firms.

Compensation breakdown

Wages and benefits, union vs. non-union



AFL-CIO NEWSGRAFIC

Source: Bureau of Labor Statistics

Similarly, the Carpenters and the Mid-America Regional Bargaining Association and Residential Construction Employers' Council in Illinois agreed to establish a joint labor-management committee to focus on creating job opportunities for union members. They also hammered out a pioneering substance-abuse plan that will avoid random and pre-employment testing and includes provisions for rehabilitation.

The AFSCME agreement with Harvard University establishes separate labor-management committees to look at long-term staffing and technology needs and to examine issues of affirmative action.

The continuation of employee buyouts of troubled plants or businesses that have been marked for relocation has given workers more involvement in the workplace. While it is a risky venture, it has paid off handsomely in some cases both in jobs saved and in profits.

Perhaps the most successful case involved the Steelworkers at the White Pine Copper Mine on the Upper Peninsula of Michigan. Using an Employee Stock Ownership Program (ESOP), USWA members in 1985 bought 70 percent control over the facility and then worked to turn the mines into a healthy business.

In 1989, the employees were able to sell the mines for $83 million, realizing a capital gain to long-time workers of $66,000 each for their efforts. The workers also retained a portion of control over the mine.

Voluntary union political contributions via dues checkoff were bargained by UAW at McDonnel Douglas and Inland and by the Machinists at McDonnell Douglas and Northwest Airlines.

Limiting hours of work

The length of the working day and excessive overtime have become strong areas of interest in contract negotiations. The 1989 Fire Fighters' contract in Baltimore combines a workweek reduction with a 5.2 percent pay increase.

Hours also were a factor in the dispute between IAM and the Boeing Corp. The final contract reduces the number of mandatory overtime hours from 200 a quarter to 144. It also prohibits required overtime on more than two consecutive weekends, compared to the previous four.

The USWA attacked the problem of excessive overtime at National, Inland, Armco and Bethlehem by creating stiff financial disincentives for hours in excess of 56 a week and getting the companies to commit to hiring more skilled workers.

In the arena of paid holidays:

- AFSCME negotiated with Onondaga County, N.Y. for Martin Luther King's birthday as their 12th paid holiday, as did the Locomotive Engineers in their contract with the PATH transit system in New Jersey and New York.
- UAW members at Deere and Co. in Iowa and Illinois added another day to the 4th of July weekend to guarantee a four-day holiday.

Contract innovations

Transport Workers have gotten guarantees from the City of Philadelphia that drug testing will be limited to what is required by law. The contract also ensures that no worker will be fired for a first offense, and that rehabilitation will be offered instead.

In Providence, R.I., the Laborers have obtained a 5-cent-per-hour, per-employee levy from the city to create a new pre-paid legal fund, which will help defray the costs of legal fees for members. Similarly, UAW members at Caterpillar Tractor Co. also negotiated a first-time pre-paid legal services plan.

In Boston, the Hotel Employees and Restaurant Employees have bargained with a coalition of area hotels to set up a fund to help its members purchase homes or to rent apartments. The fund will accumulate through a 5-cent-an-hour employer contribution per bargaining unit member.

The Food and Commercial Workers, in their agreement with the Washington, D.C.-area retailing firm, Woodward and Lothrop, have negotiated a successorship clause. This article is designed to provide for the continuation of the contract and the security of the union in the event of a buyout or takeover of the firm.

A new contract with the Building Owners and Management Association in Chicago allows the Service Employees to collect 2 percent additional interest payments from employers delinquent in paying out union dues they collect. Should the union need to go to court to collect, it is entitled to 5 percent a month in liquidated damages plus attorney's fees.

Boston-area unions gained an unusual opportunity to strengthen membership and provide good-paying, high-skilled jobs with a major 10-year contract with Kaiser Engineers, to facilitate the construction of the massive Boston Harbor clean-up project.

WORKPLACE INNOVATION

"What we've done is buy our jobs and our future."

Lloyd Groomes
Local 3023 business agent

Workers buy profitable mill, take control of their destiny

By Michael Byrne

The leveraged buyout, often a plunderer of jobs in high-stakes corporate games-playing, also has been used by workers to salvage failing companies and save jobs. As unions have learned to live with these LBOs, they've gained experience and found some notable success.

One such success story can be found in Omak, Wash., where members of Local 3023 of the Lumber, Plywood and Industrial Workers Division of the Carpenters, using an employee stock ownership plan (ESOP), purchased Omak Wood Products, the principal employer in the community of 4,500.

The Oct. 6, 1988 transaction put the workers in control of a prosperous, promising business that consists of a sawmill, a plywood manufacturing plant and 47,000 acres of timberland.

The deal, which included heavy borrowing, the issuance of junk bonds and an agreement by the workers to set aside 10 percent of their wages until much of the debt was paid, has been heralded as a success by the Carpenters and their local business agent Lloyd Groomes.

"What we've done is buy our jobs and our future," said Groomes, who helped organize the union drive that led to the $35 million bid for the company, and who now is one of three union members on the board of directors.

"The buyout was a union-led operation," he said. "Our intention from the start-up was to have controlling interest, equal representation on the board."

An unlikely alliance

The union decided to bid for the company after watching a series of distant owners come into Omak to collect profits, sometimes at the expense of jobs, and then move on. The owner who agreed to accept the workers' bid, Sir James Goldsmith, is an international corporate raider who acquired Omak when he purchased the parent Crown Zellerbach Corp. in 1985.

"In 8 or 9 years, we had gone from 1,400 employees to about 630 employees," said Doug Princehouse, formerly a vice president with Goldsmith's Cavenham Forest Industries and now Omak president and chief executive officer. "We were on a downward spiral, sinking fast. Parts of the mill had been shut down."

Because Omak had retained its profitability, however, its sale sparked the interest of several major corporations, including Boise-Cascade Corp. Faced with a potential bidding war, the capital-less union was a distinct underdog.

The Omak workers, with the assistance of the Washington State Employee Ownership Program, devised a strategy that included an unlikely alliance with then financial heavyweight Drexel Burnham Lambert Inc. and its controversial, high-rolling junk bondsman Michael Milken.

Drexel Burnham Lambert provided a bridge loan of $50 million, which included $15 million for operating capital, and a financing structure that attracted investors to the high-yield bonds and preferred stock. When Goldsmith balked, Milken personally interceded on behalf of the employees, Princehouse said.

The Drexel bankruptcy this year will have no effect on the solvency of Omak, where business is booming to the advantage of the owner-worker force and Drexel creditors alike, Groomes said.

What made the deal work for investors was the agreement by the workers to set aside part of their wages during the payment period, said Kevin Curtis, an attorney for the firm of Aylward and Finchem, which handled the deal for Drexel.

"It convinced investors that Omak was a secure bet," Curtis said.

Labor's stake in LBOs

Employees have bought out more than 100 businesses since 1975, according to Corey Rosen, director of the National Center for Employee Ownership. These buyouts have become more successful since 1980, with better professional advice and coordination within the union structure.

The Steelworkers have had notable success with buyouts that helped revive flagging companies, such as at Northwestern Steel and Wire in 1988 and Copper Range Company in 1986. In these cases, the USWA locals were able to enlist outside investors to provide equity financing.

Other unions that have put together advantageous buyout packages include UAW with Seymour Specialty Wire, ACTWU with Colt Enterprises and the Bricklayers with Birmingham Bricklayers Cooperative. Currently, United Airlines is studying a buyout proposal from its Pilots, Machinists and Flight Attendants, which includes a pay-cut offer as equity.

The problem workers have had in gaining equity financing prompted the AFL-CIO Industrial Union Department last month to help develop a fund, run by employee-buyout veterans Eugene Keilin and Ron Bloom, to save workers from having to make concessions in pay or control of the corporations.

In the case of the Omak workers, the wage set-aside formed the equity investment, which Drexel Burnham Lambert valued at $4.5 million, with the proviso that it continue until the bank loans of $32 million, secured through the assets of the company, were cut in half, and the company's operating cash flow was twice the amount of the interest payment.

Those conditions will be met by Jan. 1, 1992, Princehouse said, when the employees can reclaim their 10 percent. But Groomes already has begun to recoup those losses through contract negotiations.

"The 10-percent set-aside did put us in a bind, no question about it," Groomes said. Union members had been locked into an agreement they ratified in 1986, which followed an industry pattern of wage reductions. They recovered some in a 1988 contract, only to see it vanish with the purchase agreement, he said.

This year, with the end of the set-aside in sight, Groomes has negotiated a contract that includes a 17-percent wage increase over four years and adds pension and other benefits "better than anything else in the industry right now."

The union also has negotiated an incentive pay plan for workers that redresses an inequity in the original purchase agreement that allowed management to get bonuses if they showed key results.

Cooperation and conflict

A major dividend of the Omak employee buyout, according to Princehouse, is improved labor-management relations. "There still is somewhat of an adversarial relationship," he said, "but I've found that when push comes to shove, we don't push and shove so much."

Groomes, who sits with Princehouse and Curtis on the board of directors, expects no change in the adversarial relationship. "There always will be some conflict between management and the workers," he said. "I think that's healthy — it's checks and balances critical to success."

The buyout agreement set up a nine-person board of directors with the union electing three board members and Drexel Burnham Lambert appointing three more, who may be vetoed by the union members. These six members then pick three members from management, which thus far have included the two top corporate officers and one salaried employee not in top management.

Princehouse says the cooperation at the top level of the company, embodied by the board of directors, has extended to the daily operation of the mill.

"We've set up various worker-management committees, composed of four hourly workers and seven management people, to help plan various projects," he said. "This has allowed us to get employee involvement in plant operations."

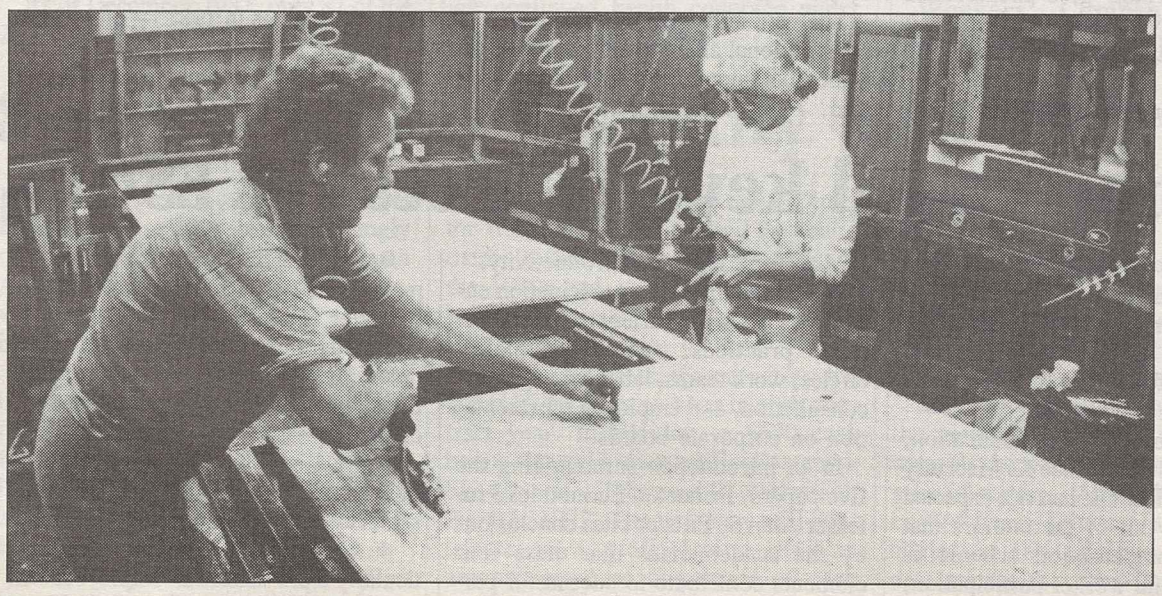
Groomes agreed that the committees, which meet weekly, help give workers the participating interest they sought with the transaction. "Workers are getting in on the strategies of the business plan and the daily operation, including capital projects," he said.

But Groomes, now caught up in the labors of business as well as the labors of labor, admits that the excitement of the original deal has been replaced with the reality of a new problem every day.

"We can't be content, like we did for many years, to work 40 hours and let someone else be in charge of our destiny," he said. "We're adjusting to the thought of being owners, and it hasn't been easy — especially for some of the old-timers."

Groomes said the new responsibilities have left many workers "on a emotional yo-yo...we definitely are not in our comfort zone." But the results, he said, have made it all worthwhile.

"If someone else had bought the company, I'm not sure they wouldn't have moved to shut down the mill," he said. "We've got good jobs, and a good business."



Worker-owners finish plywood at Omak Wood Products Inc. in Omak, Wash.

Nevada picket law limits found unconstitutional

Las Vegas, Nev.

Key portions of a 1985 state anti-picketing law were struck down by a federal court, which ruled they were an unconstitutional infringement on the rights of union members.

U.S. District Court Judge Lloyd D. George held that strikers were placed in a "mathematical straitjacket" by limits on the number of pickets at pedestrian entrances, the spacing they must maintain on public sidewalks, and the number who could congregate in any one spot either for refreshments or to confer with picket captains.

The case grew out of a dispute between the Hotel Employees and Restaurant Employees and three casinos here — the Union Plaza, the Golden Gate and the Las Vegas Club.

Culinary Workers Local 226 and Bartenders Local 165 went to court after the Las Vegas Metropolitan Police Department threatened to enforce provisions of the state's anti-picketing statute.

In throwing out the major provisions of the law, George held that it might be difficult for unions to "communicate a message effectively" if they are limited to only two pickets at an entrance that consists of a large bank of doors.

"The limits on picket spacing and on 'on-site' conferences suffer from this same problem," he emphasized. These provisions required a 30-foot space between each pair of pickets on public property and set a ceiling of 10 pickets who could gather together for refreshments or strategy talks.

Rejecting claims that "special circumstances" can be considered in a case-by-case review, the court said this places too much power in the hands of government officials and would amount to giving police or local administrative bodies "unfettered discretion to license speech."

Secretary-Treasurer Jim Arnold of the Culinary Workers hailed the decision as a victory for freedom of speech. "All citizens of Nevada should rejoice that the reactionary elements of the hotel industry, despite their undue influence with the legislature, cannot suppress dissent."

Nevada lawmakers enacted the statute in the aftermath of a 1984 strike against hotels and casinos in this gambling mecca. It was modeled after a harsh injunction issued by Nevada District Court Judge Charles Thompson that resulted in the wholesale arrest of union pickets.

U.S. District Court Judge Roger Foley subsequently struck down Thompson's injunction. At the urging of the resort industry, the legislature then came up with the 1985 anti-picketing law, tailoring it closely after the language contained in Thompson's injunction.

Workers seek 'right to act' on job safety

Continued from Page 1

eight sites — Milwaukee, Denver, Atlanta, Cleveland, Mobile, Ala., Spokane, Wash., Portland, Me., and on the Texas Gulf Coast.

Activities at these sites and at scores of others will include marches, rallies, memorial services, candlelight vigils, public moments of silence, proclamations and educational events.

Williams noted that 40 million workers currently are not protected by OSHA, including state and local public employees in 25 states, workers in the transportation industry and those employed at the Department of Energy's nuclear facilities.

Only worker involvement can turn the tide of events that has claimed the lives of 20,000 workers through the proliferation of toxic substances, explosions and unsafe conditions, Williams said. "We want the right to refuse work that threatens our lives," he said.

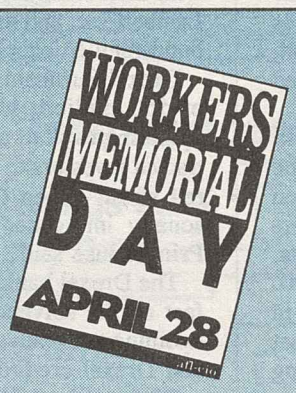
The key to the right to act will be requirements that employers have worksite safety and health programs and committees with full union and worker participation to oversee day-to-day job safety. Such committees should be empowered to meet, conduct inspections, investigate accidents, shut down dangerous jobs and gain access to safety and health information, Williams said.

New legislation should allow for higher penalties than the current $10,000 limit for each willful and serious violation, especially in instances that result in a worker's death, Williams said. He also said criminal sanctions should be mandated for certain kinds of negligence.

States that operate their own OSHA programs must be more closely monitored by the federal agency to assure workers are fully protected, Williams said, while states that set stronger job safety regulations should not be pre-empted by weaker federal rules.

The National Institute for Occupational Safety and Health should be given a wider role and increased funding to carry out job safety research, Williams said. He also called for mandated programs to notify workers at high risk of disease, the development of engineering control technology and the conduct of safety research.

Videotape, other materials available



A new 10-minute videotape that features footage from last year's activities is among the materials available for use in observing Workers Memorial Day on April 28. The videotape was produced by the Labor Institute of Public Affairs.

Also available are kits that include a poster, brochure with small poster, proclamation and camera-ready ad and clip sheet, media tips, suggested activities list, vendor list, letter from AFL-CIO President Lane Kirkland, an order form and a sheet on which to report April 28 activities to the national AFL-CIO.

Sponsors should send information and inquiries to Workers Memorial Day, AFL-CIO, 815 16th St., N.W. Rm. 306, Washington, D.C. 20006.

Minimum pay goes to $3.80

First increase since 1981 for lowest wage workers

Continued from Page 1

Federal Register, the Labor Department spelled out a series of restraints to prevent employer abuse of the training wage.

This sub-minimum can be paid for only a 90-day period — whether the teenager works for one or more employers during that time. A different employer can pay the training wage to the same youngster for an additional 90 days — but only if the second employer provides on-the-job skill training that meets Labor Department criteria.

Employers are barred from displacing employees or reducing wages in order to hire new teenagers at the training wage. And the regulations effectively limit to 25 percent of an employer's workforce the number of 16- to 19-year-olds being paid at the lower rate.

Under the provisions of the law enacted last November, the training wage does not apply to migrant or seasonal agricultural workers, nor to non-immigrant agricultural workers performing temporary or seasonal work.

The nation's commitment to placing a wage floor under workers was built into the 1938 Fair Labor Standards Act. During its first four decades, Congress acted six times to keep the minimum wage at approximately 50 percent of the average hourly earnings of all non-supervisory employees.

However, no legislation has been passed since 1977, and the last step increase under that law took effect in 1981, just as Ronald Reagan's presidency began.

The $3.35 hourly wage — which equaled 48 percent of the national average earnings in 1981 — plunged to an all-time low of 35 percent last year under the continuing pressure of rising living costs.

AFTRA eyes 'dues refund' insurance benefits

New York

The Television and Radio Artists are exploring the concept of a new life insurance program under which all the initiation fees and dues paid by members of the union would be refunded as a death benefit.

AFTRA National Executive Secretary John C. Hall Jr. developed the plan, which has been endorsed by the union's finance committee. It would require the restructuring of the union's dues.

AFTRA's national board authorized Hall to continue to pursue the concept, working with the non-profit Union Labor Life Insurance Co. Once Hall has reached an agreement with ULLICO, the plan will be submitted for approval by the board and ultimately by membership referendum.

Hall said the plan would "provide AFTRA with a more dependable source of funding, would give members a benefit they have never before enjoyed and equip our union for life in the 21st Century."

Under the concept, AFTRA members would be guaranteed coverage, regardless of health history.

The proposed new dues structure, under which members would pay some dues directly to the national union while continuing to pay most of their dues to their local, would replace the current method of payment of per capita, surtax and head tax now paid to AFTRA by the locals.

The new dues method will require a constitutional amendment approved by a membership referendum, the union said.

Worker participation called key to success of ESOPs

The ultimate success of any compensation plan aimed at improving productivity rests on "meaningful worker participation" in the decision-making process, economists and labor relations experts from the nation's leading universities agree.

This consensus emerges from a series of five papers originally presented by the economists at a 1989 Washington conference sponsored by the Brookings Institution.

The papers were subsequently revised to reflect the conference dialogue among government, industry, labor and academic representatives, and have been published by the institute under the title, "Paying for Productivity: A Look at the Evidence."

In a foreword to the publication, Brookings President Bruce K. Maclaury writes that the institute had not expected the finding by all of the authors that "whatever compensation scheme is used, meaningful worker participation, beyond labor representation in boards of directors, enhances productivity."

The study notes that participation encompasses a wide variety of labor relations practices, including quality circles, work teams, labor-management consultation, and employee representation on corporate boards.

In an introduction summarizing the five papers, Princeton Economics Professor Alan S. Blinder cites conclusions by the academicians that these four elements contribute to successful participatory arrangements:

- Profit sharing or gain sharing to make workers feel that cooperative behavior is rewarded.
- Guaranteed long-term employment, to give workers assurance that their jobs will not be threatened by change.
- Relatively narrow wage differentials, "apart from those attributable to seniority," to promote group solidarity.
- Guarantees of worker rights, particularly a provision that employees will be fired only for just cause.

UNION NEWS

Postal unions praise service, back rate increase

By Arlee C. Green

The Letter Carriers and Postal Workers announced their support for increases in postage rates proposed by the U.S. Postal Service's board of governors.

To refute the expected campaign against the rate hike, NALC President Vincent R. Sombrotto released a new study, "The Case Against Privatization," which shows that postal rates in the United States are lower than those of 13 other industrialized nations.

"Following every request for a rate hike, there is a call by some groups for privatization of the Postal Service," Sombrotto warned at a news conference. A privatized, unregulated postal service "would be the biggest sham ever put on the American people," he said. The USPS annually delivers 55 billion more pieces of mail than all the other nations combined.

Sombrotto said the proposed increases, which include raising the first-class rate from 25 cents an ounce to 30 cents, still represent a bargain for the public.

"Our first-class service — even at 30 cents — is the least expensive of any industrialized country in the world. It is half the cost of postage in West Germany at 59.9 cents, a country about the size of Wyoming."

The USPS's request must be approved by the independent Postal Rate Commission, a process that will take about 10 months. The USPS said it would like the new rates to take effect in February 1991. It would be the first boost in the rates since March 1988.

APWU President Moe Biller said that in view of the USPS's legal mandate to operate on a break-even basis, the service is justified in filing for a rate increase with the commission.

"The USPS is not immune to inflation," Biller said. "Still, as the New York Times has put it, 'In an age when nickel candy bars cost 50 cents and nickel phone calls cost a quarter, 30 cents for a stamp isn't out of line.'"

Biller charged that top postal officials "have unnecessarily and irresponsibly maneuvered the USPS into a deficit position so they can plead poverty later this year at the negotiating table. Despite this mismanagement, however, the U.S. Postal Service is still the cheapest and most efficient postal service in the entire world."

The NALC and APWU will bargain jointly with the USPS later this year.

The cost of a first-class stamp generally has risen at the rate of inflation over the past 20 years, the NALC study shows. Further, productivity gains have been higher at the USPS than for the private sector.

The study pointed to the results of privatization in New Zealand since 1987 when New Zealand created the for-profit N.Z. Post Limited. Postal rates rose by between 66 and 200 percent and the number of post offices fell from 1,234 to 464.

UFCW suit claims food chain is cheating nonunion workers

Charleston, S.C.

The Food and Commercial Workers filed a class action lawsuit charging that Food Lion Inc., a 567-store East Coast grocery chain, cheated thousands of its nonunion employees out of profit-sharing and health benefits in violation of federal law.

The suit was filed in the U.S. District Court here on behalf of Rickey B. Bryant and his family, and potentially thousands of other past, present and future Food Lion employees who are less than 100 percent vested in the 30-year-old pension plan, and those terminated for reasons classified by Food Lion as "gross misconduct."

UFCW attorneys said the case could involve millions of dollars in back benefits, damages and other costs.

The suit charges Food Lion executives — Chairman Ralph W. Ketner, President and Chief Executive Officer Tom E. Smith and Vice President Eugene R. McKinley and other current and past officers — "engaged in a scheme to minimize the number of employees who would benefit" from pension law changes that reduce the period for full vesting from 15 years to five years.

Further, the executive acted to "maximize the amount of forfeitures to the(ir) accounts." Those terminated forfeited a portion of their pension that was reallocated to the accounts of remaining Food Lion employees.

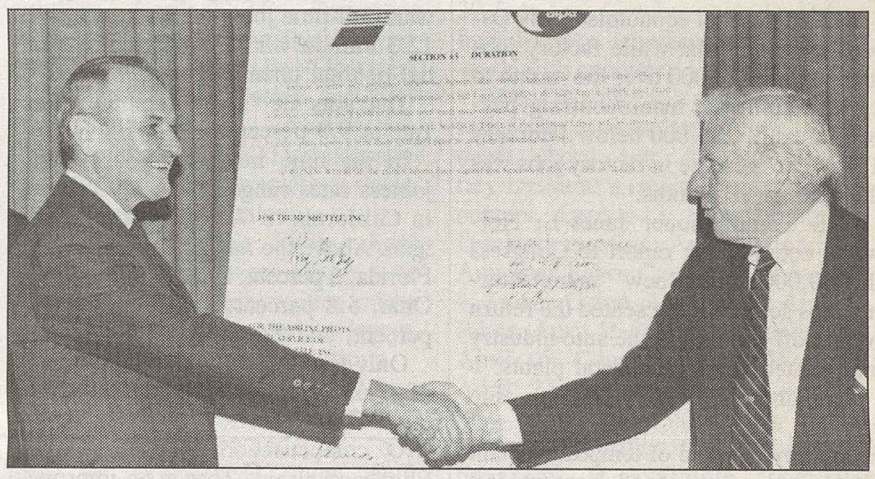
As of December 1987, only 81 of the 21,000 participants in the $200-million plan were fully vested — and many of those were the company's top officers, the suit says.

The suit also alleges Food Lion mischaracterized firings for "gross misconduct" in order to prevent fired workers from continued participation in its group health plan.

"It is unconscionable, as well as illegal, for employers to manipulate the termination of workers in order to avoid paying them their pension or health benefits," said UFCW President William H. Wynn. "All too often, nonunion companies herald their benefit programs as a reason why their employees don't need a union, only to manipulate eligibility requirements to make sure few employees ever actually receive benefits."

The suit says Bryant's firing on March 22, 1988, was a pretext for denying him 55 percent of the nearly $67,000 in his profit-sharing account. An assistant manager and nine-year employee, Bryant forfeited $36,850. If he had remained on the payroll until Jan. 1, 1989, he would have been fully vested and lost no money.

Bryant was fired for "unsatisfactory performance," after receiving three written warnings — for not having the grocery labels facing outward and for not keeping a back room clean. The suit says Food Lion improperly declared that was "gross misconduct," and thereby prevented Bryant from purchasing continued health coverage under Food Lion's group plan.



Air Line Pilots President Henry A. Duffy, left, and Ray Grebey, vice president for employee and corporate affairs for the Trump Shuttle, shake hands after signing new four-year contract that provides pay increases for the carrier's 227 pilots.

Resources

PUBLICATIONS

Shortchanging the Workforce: The Job Training Partnership Act and the Overselling of Privatized Training is a new study from the Economic Policy Institute that points up the failings of the federal government's job training initiatives. Available for $8 from EPI, 1730 Rhode Island Ave., N.W. Suite 812, Washington, D.C., 20036. Phone 202/775-8810.

Workers' Compensation and Unemployment Insurance Under State Laws lists states by AFL-CIO region from highest to lowest based on maximum weekly benefit amounts. Single copies are free; bulk copies are 5 cents each, $4 per 100 and $35 per 1,000. Contact Jim Ellenberger at the Department of Occupational Safety and Health, 815 16th St. NW, Washington, D.C. 20006. Phone 202/637-5206.

CONFERENCES

The Federal Mediation and Conciliation Service will hold a three-day conference on public and private sector labor relations May 30-June 1 in Washington, D.C. Speakers will include AFSCME President Gerald McEntee and Labor Secretary Elizabeth Dole. Registration information is available from the FMCS, 2100 K St., N.W., Washington, D.C. 20427. Phone 202/962-3510.

Steelworkers locals ratify pact with Allegheny Ludlum

Members of six Steelworkers locals in four states overwhelmingly ratified a four-year contract with Allegheny Ludlum Corp., which provides wage, profit-sharing and pension improvements.

The agreement covers 3,475 workers in Local 1138 in West Leechburg, Pa., Local 1196 in Brackenridge/Natrona, Pa., Local 2242 in Wallingford, Conn., Local 2857 in Lockport, N.Y., Local 2984 in Brackenridge, Pa., and Local 8535 in New Castle, Ind.

USWA negotiations co-chairmen — New York State District 4 Director Lou Thomas and New England States Director William J. Foley — said the settlement "reflects our members' needs for the 1990s and meets all our original bargaining goals in the specialty steel industry."

Wages will be increased across the board by 50 cents an hour in each contract year. In addition, a $600 cash bonus was paid upon ratification and a like amount will be paid to workers on April 1, 1992. The company will contribute to a profit-sharing plan an amount equal to 5 percent of each worker's average hourly rate times the number of hours worked in 1989, up to 2080 hours.

A new profit-sharing plan that can pay up to $3.25 an hour will be implemented. If the plan had been in effect last year, the union said, the pay out would have been $3.18 an hour.

Major improvements were made in the pension plan, with the minimum monthly benefit increasing by $4 per year of service. And a $2.36-an-hour cost-of-living-adjustment will be included in the earnings formula for determining the company's payment.

A personal retirement account will be set up, in which the company shall increase its contributions to 50 cents an hour after April 1, 1993. A Longevity Incentive Payment Plan will pay an incentive award to workers over age 60 with 30 or more years of service.

The union said that for the first time all retirees under a prior pension plan and all future retirees shall receive pension payments with no offset for workers' compensation payments they receive. Further, substantial health care improvements were made for both active and retired members, the union said.

DATA

Jobless rate stuck at 5.3% as 6.6 million seek jobs

By John R. Oravec

Unemployment rolls increased by 59,000 to 6.6 million in February despite an added 372,000 new jobs, leaving the nation's jobless rate flat at 5.3 percent for the ninth consecutive month, the Bureau of Labor Statistics reported.

At the same time, the BLS household survey showed that the civilian labor force grew by 233,000 to 124.6 million.

According to the bureau's establishment survey, payrolls in nonfarm industries rose to 110.3 million — totaling 84.6 million in the services sector and 25.7 million in the goods-producing sector.

AFL-CIO chief economist Rudy Oswald observed that while factory jobs increased by 90,000 over the month to 19.4 million, the manufacturing payrolls are still 200,000 below February 1989. The increase in factory jobs was the first in 11 months.

BLS Commissioner Janet L. Norwood noted in her report to Congress that 90,000 of the "new" manufacturing jobs actually represented the return of laid-off workers in the auto industry and related fabricated metal plants.

The unemployment rate for auto workers, which shot up to 20 percent in January because of temporary plant shutdowns, eased to 8 percent last month.

Norwood pointed out that auto industry employment is still 50,000 below a year ago. She also noted that factory employment declined last month in textiles, rubber, plastics and apparel.

Mild weather triggered an upswing of 60,000 jobs in the construction industry, which totaled 5.5 million in February. That's nearly 200,000 above February 1989.

Oswald said the big gain again was in service jobs, up 145,000 for the month and 1.3 million for the year. Local government jobs increased by 30,000, transportation and utilities by 20,000, retail trade by 15,000 and finance, insurance and real estate by 15,000.

He noted that, in addition to the 6.6 million "officially" unemployed, there were 827,000 discouraged workers and 4.9 million others in part-time jobs who want full-time jobs, which amounts to 12.3 million who are affected by partial or total unemployment.

That puts the "real" unemployment rate at 9.9 percent.

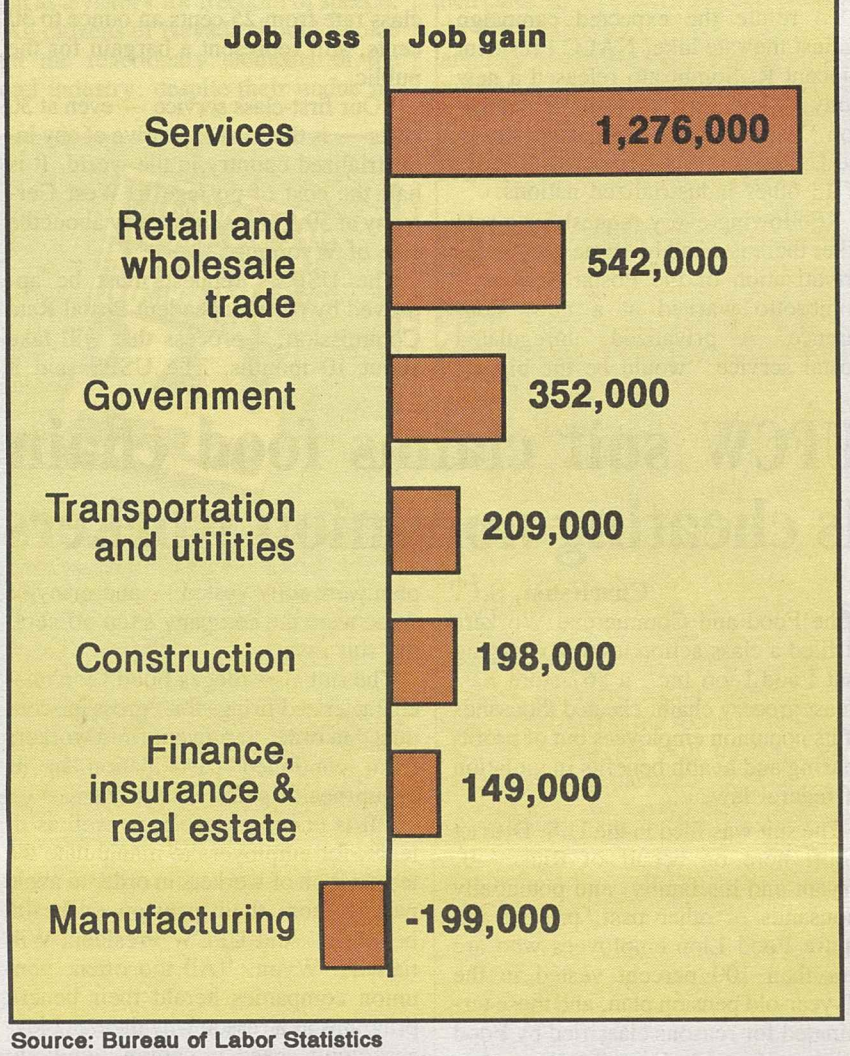
In the nine most populous states, jobless rates ranged from 4.9 percent in California to 7.7 percent in Michigan. Above the national average were Florida, 6 percent; Illinois, 5.9 percent; Ohio, 5.8 percent; Pennsylvania, 5.7 percent, and Texas, 6.4 percent.

Only four in every 10 of the "officially" unemployed workers were drawing jobless benefits last month, AFL-CIO compensation specialist James Ellenberger said. That is an improvement over the 1989 average when only three of every 10 were compensated.

Computer and related electronic firms reduced payrolls by 20,000 in 1989 to 2.6 million, the American Electronics Association said.

Employment change by industry

February 1989 to February 1990



Source: Bureau of Labor Statistics

Major walkouts escalate in 1989

Strike activity picked up sharply last year after dropping to a record low in 1987 and 1988, the Bureau of Labor Statistics reported. Strikes at Boeing and telephone operating companies accounted for nearly half of the shutdown time.

There were 51 major work stoppages in 1989 involving 452,000 union members, the highest number since 1985. "Idle" work days totaled 17 million, the highest since 1983.

More than one third of last year's work stoppage time resulted from four strikes in the telephone industry. The largest was the four-month walkout at Nynex in New York and New England by 60,000 members of the Communications Workers and the Electrical Workers.

The Eastern Airlines dispute, involving 28,000 members of the Machinists, Air Line Pilots and the Transport Workers, accounted for 30.4 percent of the shutdown time.

The 49-day strike by 57,000 IAM members against Boeing Co. represented nearly 11 percent of down time.

Major work stoppages involve 1,000 or more workers.

Business productivity drops in most sectors

The nation's economic growth slowed during 1989 as productivity was up only 0.9 percent for all nonfarm businesses, although productivity in the manufacturing sector increased 2.8 percent, the Bureau of Labor Statistics reported.

The BLS noted in a revised report that last year's productivity gain was less than half of the 2-percent increase in 1988, and marked the slowest advance since the 1982 Reagan recession.

Unit labor costs increased at an annual rate of 6.3 percent for all businesses in the fourth quarter while productivity grew only 0.2 percent, BLS said.

Hourly pay increased 5.5 percent overall, but the gain dropped to 1.5 percent after adjustment for inflation in the October-December period.

The economic slowdown had a definite impact on the manufacturing sector as layoffs in the auto and other durable goods industries caused a 1.6-percent downturn in output, the first drop since the second quarter of 1986. Hours worked declined 4.3 percent, the sharpest drop since the fourth quarter of 1982.

The productivity gain in manufacturing came entirely in nondurable goods, up 8.3 percent, where unit labor costs declined 1.8 percent, BLS said. Productivity actually dropped in durable goods 0.4 percent while unit labor costs increased 7.7 percent — further reflecting the impact of layoffs stemming from the slowing economic pace.

Compensation costs factored into the BLS data on productivity included wages of hourly paid workers as well as executive salaries and cash bonuses.

Thus, the $350 million in bonuses that executives of Drexel Burnham Lambert awarded themselves before the junk bond firm collapsed in February will inflate the compensation component in the productivity report for the current quarter.

In other reports:

● Retail sales fell 0.9 percent in February, the sharpest decline since October, the Commerce Department said. Sales had advanced 2.8 percent in January, driven by a 9.9-percent jump in auto sales stemming from cash rebates and low-interest financing. Although the incentives remained in effect last month, auto sales skidded 6 percent. Excluding autos, retail sales rose 0.5 percent in February.

● America's debtor position deteriorated by $105.9 billion last year to a record $630 billion, the Commerce Department said in its year-end report on the balance of payments. Although the imbalance eased from $126.5 billion in 1988, the current account deficit remained above $100 billion for the sixth consecutive year.

During the 1980s, the United States was transformed from the world's largest creditor nation to the largest debtor nation under an unchecked deluge of merchandise trade deficits that drained billions of dollars of U.S. assets and hundreds of thousands of American jobs.

● The government's index of leading economic indicators was unchanged in January after posting small gains in December and November. Only three of 11 indicators were on the plus side in January.

The Commerce Department also revised the 0.8 percent December upturn down to 0.6 percent. The index edged up 0.1 percent in November and fell 0.4 percent in October.

● Construction spending rose a strong 1.8 percent in January, spurred by the warmest weather for the month on record, following a 0.1 percent decline in December, the Commerce Department said. Spending for residential construction advanced 2.9 percent and nonresidential construction spending spurted 5.9 percent.

However, the widely respected F.W. Dodge index that measures construction activity dropped 3 percent in January, the fourth consecutive monthly decline. Nonresidential building was down 4 percent from December, while nonbuilding construction that includes public works and utilities dropped 6 percent.

Starts on one-family homes and apartments slipped 1 percent in January.

Jay Lovestone, foreign affairs head, dies at 91

New York

Jay Lovestone, a world-renowned expert on communism who served as international affairs director of the AFL-CIO for 11 years, died in his sleep March 7. He was 91.

Lovestone, who in the 1920s was a founder and the first general secretary of the Communist Party of the U.S.A., became "the most effective anti-communist in America" during the Cold War years, in the words of George Meany.

After retirement in 1974, Lovestone continued to serve the federation as a consultant on the development of international free trade unions.

AFL-CIO President Lane Kirkland and Secretary-Treasurer Thomas R. Donahue described Lovestone as "a staunch advocate of worker rights and a giant in the international movement to build democratic trade unions."

Lovestone was appointed international affairs director in 1963, after serving as assistant director for several years. Earlier, he had been executive secretary of the AFL's Free Trade Union Committee (FTUC), which championed the ideals of democratic trade unionism worldwide. He played a key role in the establishment in 1949 of the International Confederation of Free Trade Unions.

During World War II, Lovestone had been international affairs director for the Ladies' Garment Workers, where he helped mobilize and deploy labor support for the Allied war effort, and assisted in the escape of many European labor leaders from Nazi and Fascist countries.

Lovestone was born in 1898 in Lithuania, then a part of czarist Russia, and came to the United States at the age of 9. By the time he graduated from college, Lovestone was deeply involved in the communist movement — becoming a founding member of both Comintern (Communist International) and the CPUSA.

Jay Lovestone

During a meeting in the Kremlin in 1929, Lovestone had a bitter dispute with Joseph Stalin, then general secretary of the Communist Party in the USSR, and was forced to flee for his life.

Stalin accused him of "exceptionalism" — the crime of insisting that, in the fight for socialism, the specific, exceptional conditions of each country had to be considered — and had him expelled from the Comintern and the CPUSA.

After escaping from the Soviet Union, Lovestone formed a wing of the Communist Party in the United States called the Independent Labor League of America, which was referred to as the "Lovestonites."

The Lovestonites disbanded in 1940, when Lovestone turned away from communism and began his work to thwart the Communist attempt to infiltrate and subvert the international labor movement.

Labor studies center sets spring schedule

The George Meany Center for Labor Studies will offer 14 workshops during April-May, 1990. The schedule:

Arbitration in the Federal Sector, April 1-6 — Presents mock sessions before professional arbitrators experienced in the federal sector.

Union Administrator and Business Agent, April 1-6 — Conflict management, time management, monitoring finances and budgeting.

Using Microcomputers in Negotiations, April 8-13 — How to use small computers in contract negotiations, for union staff or union officers. Emphasis is on spreadsheet software for costing-out contracts and weighing management proposals. Previous knowledge of computers not required.

Newswriting and Editing for Union Publications, April 8-13 — For union editors who want coaching on the basics of publishing readable, interesting and credible publications.

Arbitration: Preparation and Presentation, April 22-27 — Presenting mock cases before professional arbitrators. Sessions will be videotaped.

Effective Union Action for Civil Rights, April 23-27 — Annual conference of the AFL-CIO Department of Civil Rights for representatives designated by AFL-CIO unions.

Advanced Editing Skills, April 29-May 4 — For union editors who have completed the newswriting course and are ready for more work on layout, photo editing and headline writing.

Organizing II, April 29-May 4 — Cosponsored by the AFL-CIO Department of Organization and Field Services, for experienced union staff. Topics include internal private sector organizing, issue-oriented campaigns and recruiting and training union members.

Effective Leadership Styles, May 6-11 — Teaches participants to recognize their own leadership style and to modify it when appropriate. Individual coaching and video replays.

Basic Labor Law, May 6-11 — Labor law fundamentals, current trends and new decisions on bargaining, servicing and union administration.

Advanced Arbitration, at the University of Oregon, May 13-18 — Focuses on examination and cross-examination of witnesses, preparation of briefs and research.

Organizing Techniques I, May 13-18 — Review of key elements in union organizing campaigns, including targeting, house calls, picking winning issues and developing plant committees.

Advanced Arbitration, May 20-25 — Advanced program that focuses on examination and cross-examination of witnesses, preparation of briefs and research.

TV: The Cool Medium, May 29-June 1 — Coaches union leaders on how to face television cameras and work with reporters.

AFL-CIO affiliates and departments using the campus are: Flight Attendants, April 1-4; AFL-CIO secretary-treasurer's office, April 1-3; Carpenters, April 8-13; Union Education Directors meeting, April 12; African-American Labor Center, April 14-May 4; Transit Union, April 16-22; Air Line Pilots, April 16-20; Flight Attendants, April 16; Communications Workers, April 27; Transportation Communications Union, April 29-May 4.

More information about labor studies programs is available from the Registrar's office, George Meany Center, 10000 New Hampshire Ave., Silver Spring, Md. 20903. Telephone 301-431-6400.

Newsmakers

The AFL-CIO's two newest departments, created on the retirement of Director **Bert Seidman** of Occupational, Safety, Health and Social Security and the dividing of the department's duties, began official operation on March 1. **Peg Seminario** is the director of the Department of Occupational Safety and Health and **Karen Ignagni** is director of the Department of Employee Benefits. Both new directors were associate directors under Seidman.

Bernard E. DeLury was formally appointed to head the Federal Mediation and Conciliation Service by President Bush. He was confirmed by the Senate on March 1. DeLury, 46, was until his appointment, vice president for labor relations for Sea-Land Corp., a major U.S.-flag shipper. Early in his career, he was a member of the Metallic Lathers Local 46 and a staff assistant with Teamsters Local 831. He was a deputy industrial commissioner with the New York Department of Labor before becoming an Assistant Secretary of Labor in 1973. He joined Sea-Land in 1977.

William C. Himmelman, president of the Denver AFL-CIO since 1977, was cited for his community service in an editorial in the Denver Post on Feb. 17, 1990. The editorial said Himmelman has "set a mark for community involvement that is mind-boggling. His civic record includes service on some 50 volunteer boards and councils." He is credited with spurring "countless union members to become active in grass-roots civic activities. . . . Himmelman, never forgetting his trade union roots, champions workers' rights tirelessly. But he also remembers the broader social goals that prompted the union movement in the first place," the editorial said.

Bert Seidman, who retired as AFL-CIO social security director after 42 years in the labor movement, talks with federation President Lane Kirkland and Secretary-Treasurer Thomas R. Donahue during a party in his honor.

Jake West, president of the Iron Workers, was unanimously elected to the executive board of the AFL-CIO Union Label and Service Trades Department. "I may be the newest member on the board, but I'm not new to the department," he said. "Our international long has worked in cooperation with the Union Label Department, and has been one of the biggest exhibitors in the Union-Industries Show for many years." West joined the union in 1948 in Charleston, W.Va., became an international vice president of the union in 1983, secretary in 1985 and president in 1989.

Soviet officials again deny visas

A contingent of AFL-CIO trade unionists has been denied visas to the Soviet Union for the second time.

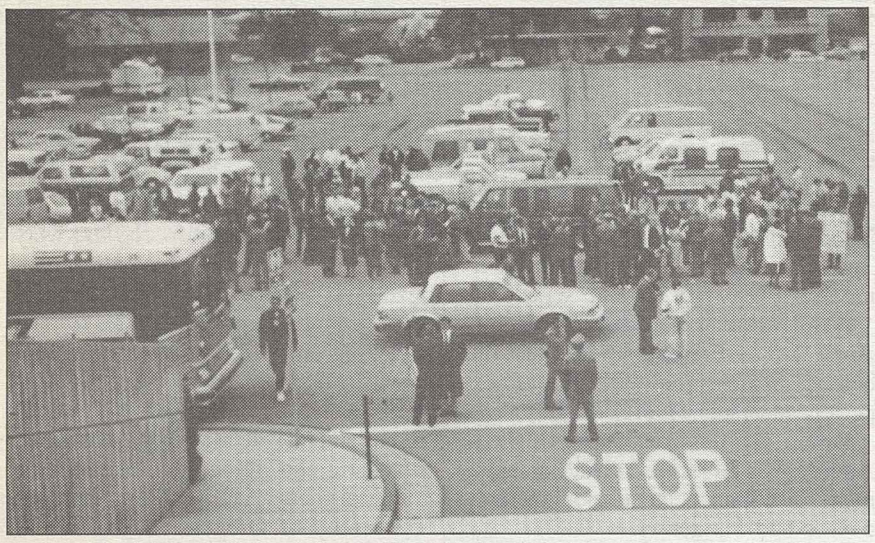
The AFL-CIO representatives had been asked by striking Soviet miners to visit the Soviet Union last year. While the group's visa applications were rejected, contact with the Soviet embassy was continued with the hope the trip could be scheduled later.

Teachers President Albert Shanker and a delegation from the AFL-CIO met with embassy officials Nov. 15 — during the AFL-CIO convention — to press for a peaceful resolution of the Soviet miners' strike and recognition of their right to form a union.

In January, a delegation of nine Soviet miners came to the United States for a month, meeting with their trade union counterparts and studying mine safety and union operations. The miners again requested that AFL-CIO representatives travel to the Soviet Union.

An embassy official, in denying the visa requests, declared that the aim of the AFL-CIO visit would be to interfere with the internal affairs of the Soviet trade union movement.

The U.S. union delegation, led by Shanker, was to include Steelworkers President Lynn Williams; Mine Workers Secretary-Treasurer John Banovic; Kenneth Young, executive assistant to AFL-CIO President Lane Kirkland; Steven Slezak, AFL-CIO Department of International Affairs, and Shanker aide Eric Chenoweth.



Greyhound strikers hold memorial vigil for Robert Waterhouse in Redding, Calif. Flowers mark the spot of his death.

Greyhound strike rumbles over pay cuts

Continued from Page 1

working with community and minority groups — including the NAACP, La Raza, American Association of Retired People and the clergy — stressing that the strike is not against the traveling public but is aimed at reaching a fair contract at Greyhound.

ATU also denounced scattered incidents of violence against road-bound Greyhound buses, which authorities are investigating. The union reiterated its policy of obeying the law in the demonstrations against the company.

Union members across the country — in Cincinnati and Cleveland, Orlando and Jacksonville, Fla., New York and Los Angeles — have shown labor's support for the striking ATU members.

In Pittsburgh, Steelworkers President Lynn Williams, who heads the Strategic Approaches Committee, led a contingent of 1,000 USWA members in a march to the Greyhound terminal, where they joined members of ATU Local 1043 on the picket line.

ATU President James La Sala noted that since 1983 union members at Greyhound have been working to help put the company "back on its feet."

Greyhound drivers have suffered a 25-percent cut in pay since 1983, La Sala said. In 1987, they again agreed to help rebuild the nation's only intercity bus system and "to help restore the company to profitability."

Now, despite posting a profit last year, Greyhound is reneging on its promise to share that good fortune with employees, he said. Greyhound workers' yearly salaries average less than $24,000, with pay per mile dropping over the past seven years.

Greyhound has offered its employees "no guaranteed wage increases and no significant improvements in health and welfare benefits," La Sala said. It also refuses to contribute to a pension plan for new employees, he added.

While Greyhound is trying to keep buses rolling, it has run into a few roadblocks. Several local bus companies have cancelled their agreements with Greyhound to provide feeder service during the strike.

Greyhound has won restraining orders limiting pickets in some 14 cities. But in New York, ATU Local 1202 won a temporary restraining order barring Greyhound from hiring strikebreakers there. A city ordinance prohibits employers from employing "any strikebreaker to replace employees who are either on strike against or locked-out by such employer."

Poorest workers could get break with a tax filing

Workers at S. Lichtenberg plants in Georgia, who earn below poverty level wages, are among those who can get some help from the government under the Earned Income Tax Credit (EITC) program.

The EITC is for working families who have one or more children living at home, with 1989 incomes below $19,340. Some workers eligible for the EITC miss out because they do not file a tax return, which is required to receive the benefit.

S. Lichtenberg employees, who voted for representation by the Clothing and Textile Workers and are still fighting for a first contract, are hired at minimum wage. Even workers who have been there a decade make only $6 an hour. Those families could qualify for the maximum benefit of $910.

In addition to minimum wage earners, workers who suffer layoffs, illness or other lengthy losses of worktime qualify for the credit, the AFL-CIO Executive Council noted in a statement urging all affiliates to support the EITC effort.

Internal Revenue Service figures show an increase of 24 percent in the number of families using the credit in 1988 tax returns compared to the previous year.

INSIDE

VOLUME 35, NUMBER 6
MARCH 19, 1990

AFL-CIO NEWS

1 ***Minimum wage hits $3.80 on April 1***

The federal minimum wage will increase on April 1, the first rise in the pay floor since 1981. The base will go up by 45 cents to $3.80 an hour.

2 ***Dole names panel on miners' benefits***

An 11-member commission was named by Labor Secretary Dole to review and make recommendations on health care and pension benefits for retired miners.

11 ***Workers use buyout to control destiny***

The 4,500 members of Carpenters Local 3023 in Omak, Wash., use an employee stock ownership plan to purchase the company, their jobs and their future.

2 ***SeaFirst finally agrees to begin bargaining***

Seattle-First National Bank, under court order to bargain with Food and Commercial Workers Local 1182, will meet with the union after 12 years of delays.

4 ***House fails to override Bush's Eastern veto***

The House of Representatives failed by 20 votes to overturn President Bush's veto of a bill to establish a panel to investigate the Eastern Airlines strike.

13 ***UFCW pleads case for Food Lion workers***

The Food and Commercial Workers help a former Food Lion worker file a class action suit charging the firm cheated employees out of benefits.

UNION YES

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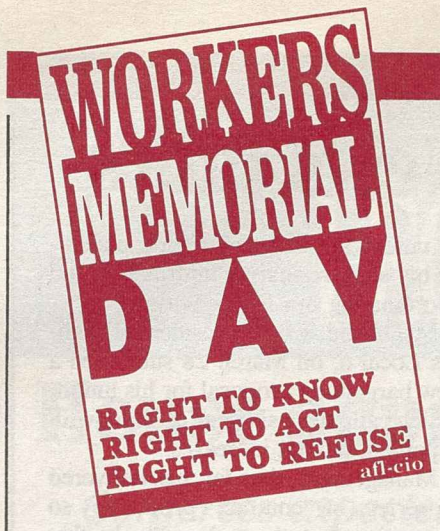
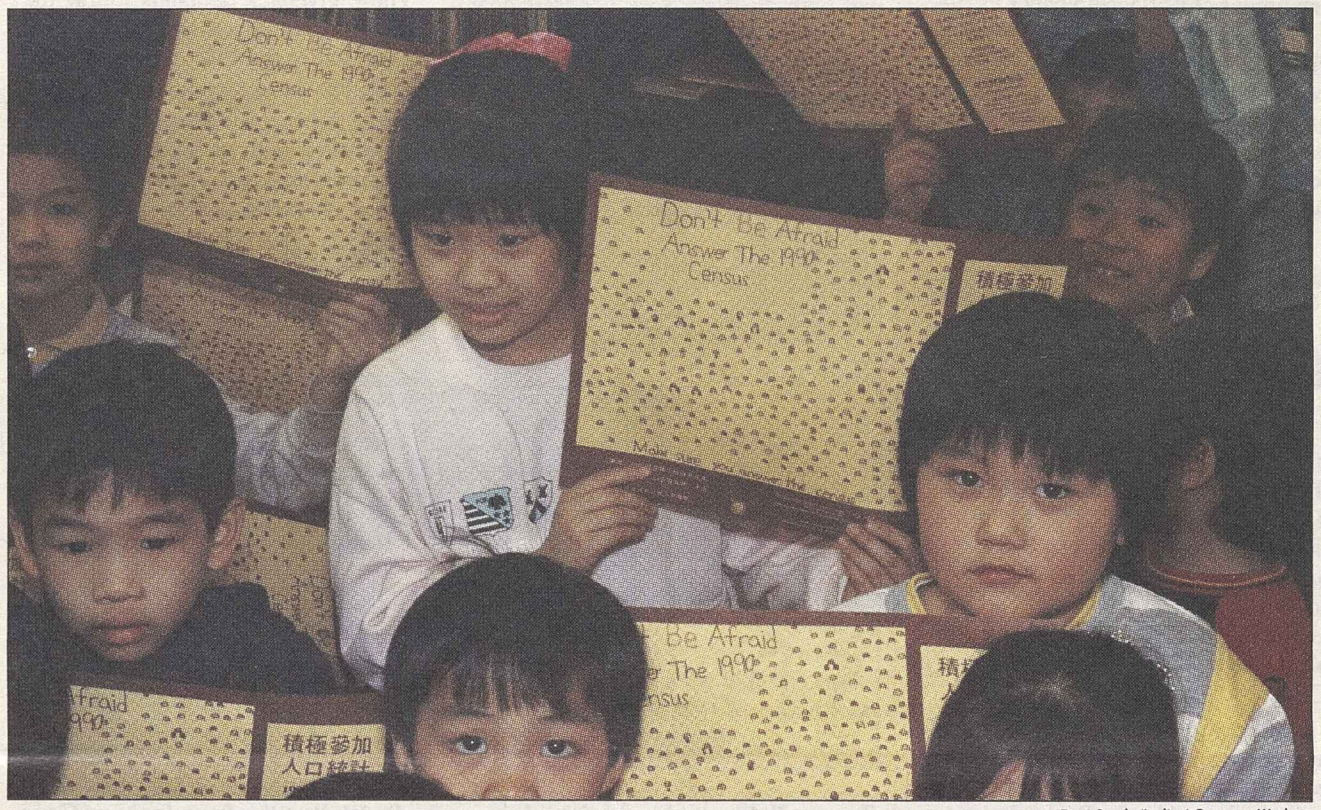
AFL-CIO NEWS

VOLUME 35, NUMBER 7 — APRIL 2, 1990



The dedication of worker memorials are among the events scheduled around the country on April 28, Workers Memorial Day. See page 8.



Dani Steele/Ladies' Garment Workers

Seven-year-old Susan Hum, at center, joins other second-graders at New York City's P.S. 124 in Chinatown in showing off her prize-winning poster on the importance of the Asian community being counted in the 1990 census. Susan's mother, Pui Chang Hum, is a member of Ladies' Garment Workers Local 23-25. The ILGWU is reproducing the poster for distribution among its many Asian-American members. AFL-CIO President Lane Kirkland is urging all union members to participate in the census because union analyses rely on the data.

Colt workers end strike, buy into company

UAW members get record back pay

By John R. Oravec

The UAW, seizing the initiative with an innovative contract settlement, ended the four-year strike against Colt Firearms with a bang.

With the landmark victory, the several hundred determined members of UAW Local 376 began returning to work at the Hartford, Conn., plant. Under the new three-year accord, which they approved unanimously, the workers will:

- Collect $13 million in back pay, a record National Labor Relations Board settlement.
- Get back their jobs that had been taken over by scabs.
- Own a piece of the company under a buyout deal from Colt Industries Inc.

The UAW strikers will return to work with a vastly improved contract that includes a 13-percent wage increase, cost-of-living adjustments, health insurance without co-payments, and pension credits for time spent on the picket line.

The workers also will own 11.5 percent of the newly formed Colt Manufacturing Co. through an employee stock ownership plan and will hold three seats on the company's board of directors.

One of the first actions of the new company was to fire the 650 strike-breakers. The first wave of returning strikers were back on the job March 28. By the end of the first week 350 are expected back, and 700 UAW members will be back working by the end of May, the union said.

In the breakthrough agreement signed March 22, Colt Industries Inc. sold its struck Colt Firearms division to C.F. Holding Co. for an estimated $50 mil-

Continued on Page 9

Kirkland seeks more aid for Poland

By Magda Lynn Seymour

AFL-CIO President Lane Kirkland, named by President Bush to serve on a board to oversee economic aid for Poland, told Congress that Poland should get priority for assistance because it is "the linchpin for the democratic movement in Eastern and Central Europe."

Testifying before the Senate Foreign Relations Committee, Kirkland said that Poland's "overall success with the democratic experiment would work wonders for the other nations."

Bush selected Kirkland along with two former government officials and two business executives to serve as a board of directors for the Polish-American Enterprise Fund. Bush also set up a board for aid to Hungary.

The funds, totaling $300 million, were established by Congress for investment in private sector development in the two fledgling democracies in Eastern Europe. The funds are to be used for loans, grants and investment in Polish and Hungarian corporations.

Kirkland pleaded for special consideration for the people of Poland to receive what funds are available, in the absence of "a great deal more money than is presently proposed." He noted that, with 40 million people, "Poland has a huge population burdened by a gargantuan external debt, decaying infrastructure, and a low standard of living."

Kirkland testified at a hearing on the Support for East European Democracy Act of 1990 (SEED II) legislation, which seeks to extend and consolidate the remarkable progress toward democracy that has been made in Eastern Europe in recent months.

The federation is concerned, Kirkland told the committee, that "the stunning advance of freedom in Eastern and Central Europe over the past six months has raised the possibility that America's modest program of economic support

Continued on Page 12

Labor rallies bolster Greyhound strikers

By Arlee C. Green

Organized labor rallied across the nation March 30 in a show of support for the 9,300 Amalgamated Transit Union members on strike against Greyhound Lines Inc. The strike, which the company admits has had a "significant impact" on its economic viability, passed its fourth week.

The rallies were scheduled as part of a campaign by the AFL-CIO Strategic Approaches Committee to assist the ATU. The striking workers and their supporters demonstrated at Greyhound terminals in 20 major cities.

The theme of the rallies was a call to get management back to the bargaining table. As the rallies were getting underway, the company agreed to resume negotiations April 2 in Tucson, Ariz., with the assistance of the Federal Mediation and Conciliation Service. Federal mediators got the parties together March 18, and the parties have not met since.

Rather than bargain, the company launched a news media campaign attempting to blame the union for shots fired at buses driven by scabs.

The company was focusing on the shootings "as a basic tactic to avoid going back to the bargaining table. We view it as subterfuge," said Ed Strait, president of the Amalgamated Council of Greyhound Local Unions. He said the ATU does not condone the shootings and that its members "don't have a hand in it."

Strait said that since the strike began, nearly 60 men, women and children on the picket lines have been struck and injured and one member killed by unsafe, ill-trained temporary replacement drivers.

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FOCUS

Health care workers: ready to organize

See page 6

Unions get little satisfaction in Daily News talks

By Arlee C. Green

With their contracts due to expire March 30, the 10 unions at the New York Daily News were preparing to continue bargaining, despite management's attempts to gut contractual provisions gained over decades of negotiations and to drive a wedge into the solidarity that exists in the union ranks.

Management offered members of the Newspaper Guild of New York Local 3 a three-year package containing a nearly 30-percent pay increase. Local President Barry Lipton said the offer was a blatant attempt to crack the unions' solidarity.

The package, still on the bargaining table, is rife with takebacks — so much so that Lipton said it would "disembowel the existing collective bargaining agreement."

Despite the pay package offered by management on March 26, Guild members voted strike authorization a day later, 267-19. The unions were to decide four hours before the midnight March 30 deadline whether to go out on strike or to continue negotiations.

The offer to the Guild was predicted five days before it was made by the parent company's Chicago Tribune.

"The Newspaper Guild . . . is expected to get a good offer," reported Jim Warren, who covered the 1985 strike at the Tribune and is familiar with the tactics of the anti-union law firm of King and Ballew of Nashville, Tenn., which is handling negotiations for the News.

By continuing with its excessive demands, the News apparently is hoping to force a strike, a tactic used by the Tribune Co. in trying to bust the printing unions at its flagship paper in 1985.

News Publisher James Hoge, who has cut 1,000 jobs since 1984, has lined up possible replacement editors, reporters and photographers from other Tribune papers, and required News managers to learn how to run presses during two weeks of training at the Tribune's Ft. Lauderdale, Fla., News and Sun-Sentinel.

A plan by the Tribune Co. to host a reception for members of Congress in Washington during the American Newspaper Publishers Association legislative conference was thwarted by a campaign by New York State AFL-CIO President Ed Cleary.

Working with the federation's Strategic Approaches Committee, Cleary wrote to all AFL-CIO state body officers, urging them to contact congressional representatives to boycott the reception, set for April 2 at the Library of Congress.

Cleary and other union officials also met with the New York congressional members, winning the support of both the Democratic and Republican delegations, who agreed to lobby other members. The Tribune canceled the reception on March 29.

George McDonald, president of the Allied Printing Trades Council, said the 10 unions are bargaining independently, but also are sharing information and coordinating outside activities.

McDonald, who is president of Mailers Local 6, on March 28 submitted a new bargaining proposal for his union, which calls for a six-year contract with 6 percent annual increases.

Management, thus far, has delivered a series of contract proposals so regressive that the unions doubt that management wants a new contract of any kind, McDonald said. It is calling for slashed wages, manning cutbacks, rollbacks in pensions and welfare contributions, vacation reductions and other givebacks.

These giveback demands follow the $30 million in concessions the unions granted under the 1987 contract, in exchange for the company's word that it would purchase new four-color presses that industry analysts say are critical to the paper's survival. Management has reneged on that promise.

Emergency board to study rail health benefits issue

The White House has agreed to appoint an emergency board to help resolve a two-year stalemate over health care costs and other issues that have prevented rail unions from reaching new contracts for 230,000 members with the nation's largest railroads.

Richard I. Kilroy, president of the Railway Labor Executives Association, said the emergency board will make recommendations first on health and welfare issues, and then address wage and work rule issues. The RLEA represents the rail unions in national bargaining.

The rail unions and carriers requested that all emergency board reports and recommendations be issued by Sept. 15, 1990, Kilroy said. Both sides have agreed to permit any reasonable request by the board for time extensions to allow for hearings, mediation and formulating recommendations, he said.

Kilroy, who is also president of the Transportation Communications Union, said his proposal for breaking the deadlock is "a relatively simple one that nonetheless will ease the turmoil and upheaval that have marked industry bargaining in the past."

In a formality that will pave the way for the appointment of the emergency board, the National Mediation Board will declare an impasse and proffer arbitration, which both sides will reject. Then the board will recommend that President Bush appoint the emergency panel.

Traditionally, such presidential panels have 30 days in which to issue their recommendations. This one, however, will have 120 days. Further, the two sides have agreed not to take any "self-help" actions (strike or lockout) until 30 days after the panel issues its final recommendations. They also agreed not to strike or lock out if Congress is in adjournment.

Before the White House agreed to appoint an emergency panel, Kilroy blasted the national transportation policy released by the Bush administration on March 8. Kilroy said the policy is a "political sham" filled with recommendations pitting labor against management, while offering little in terms of solutions to the nation's aging transportation infrastructure.

"It is appalling to us that the administration has used this vital exercise to advance the railroad industry's political agenda," Kilroy said.

The policy calls for the "outright repeal of important federal laws — the Federal Employees' Liability Act and the Railroad Retirement system," Kilroy said.

The new Bush policy "subjects the American people to enormous retrogressive increases in taxes under the guise of user fees," Kilroy said. "At the same time, it burdens rail employees with the loss of adequate compensation for injuries on the job caused by employer negligence and the loss of their pension system."

The Machinist

'Lorenzo No' insignias on the infamous Berlin Wall at the Brandenburg Gate have emerged as an international symbol in the worldwide crusade against union-busting. A similar 'Lorenzo No' insignia was spotted on a stretch limousine in Washington.

HERE gets tentative 3-year pact, ending strike at Hawaii hotels

Honolulu

A tentative agreement between Hotel Employees and Restaurant Employees Local 5 and the Council of Hawaii Hotels ended a three-week strike by 7,500 union members at 11 hotels.

The proposed settlement, which must be ratified by HERE Local 5 members, provides a 7 percent wage in the first contract year, with 6 percent raises in each of the following four years.

By the end of the five-year agreement, hourly wages for room maids would increase to $10.29, bartenders' wages would go to $14.64, fry cooks would earn $14.20 and maintenance workers' hourly wages would increase to $17.94, achieving pay parity with mainland hotels, a key union bargaining goal.

The tentative agreement also provides health and benefit improvements, prohibits drug-testing and strip searches for drugs and expands job security protections. The settlement was reached after a federal mediator and Gov. John Waihee joined the negotiations.

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LEGISLATION

House approves child-care formula

Conferees expected to iron out differences, send bill to Bush

By Mike Hall

The House of Representatives passed a child care bill March 29 after defeating a White House attempt to weaken the legislation. Passage came on an 265-145 vote after months of sometimes bitter debate.

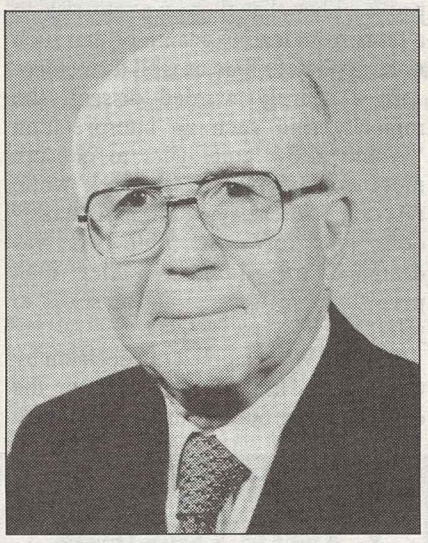
The House and Senate now must go to conference and iron out the differences between the Senate bill (S. 5), passed last year, and the House bill. The White House announced that President Bush would veto the bill.

The House action represents a compromise between the Education and Labor and the Ways and Means committees. The legislation, sponsored by Rep. Augustus F. Hawkins (D-Calif.), would:

- Expand Head Start to a full-day, year-round program.
- Provide funding to the public school system for expansion of preschool and after-school care.
- Create a new infant and toddler program funded through the increase of the Title XX social services block-grant program earmarked for child care.
- Authorize incentive grants to the states to encourage them to develop standards assuring safe, quality child care.
- Provide a separate authorization for grants to assist businesses in developing additional child care services.
- Increase and expand the Earned Income Tax Credit (EITC).

The price tag on the bill is about $5.4 billion a year with $600 million a year for Head Start, $2.9 billion over five years to expand block grants under Title XX and about $3 billion a year in tax credits for low- and moderate-income parents.

Before passing the child care bill, the House turned back a Republican alternative offered by Reps. Charles Stenholm (D-Texas) and Clay Shaw (R-Fla.) and supported by the White House, which would have seriously weakened several important provisions of the bill.



Rep. Augustus F. Hawkins is chief sponsor of child care bill.

"This alternative falls short in terms of authorized funding levels, as well as in the breadth and quality of the programs authorized," said AFL-CIO Legislative Director Robert M. McGlotten in a letter to all House members shortly before the vote.

During hearings on the bill, witnesses offered statistics showing how millions of working parents are trying to balance their jobs and the needs of their children. Today, 70 percent all mothers with school age children work and only 10 percent of American families have a father who works and a mother who stays home with the kids. That means that tens of million of working Americans must find day care or before- and after-school care for their children.

But licensed day care slots are scarce — there are 2.5 million slots for the 36.2 million children whose sole parent or both parents work. At the same time, the average cost of $3,000 per year, per child places quality care out of the range of many low- and moderate-income families. In addition only 3,000 of six million American employers provide any type of child care for working parents.

While the AFL-CIO and other child care backers were able to defeat the Stenholm substitute, they were unable to gather enough support for an amendment offered by Rep. Don Edwards (D-Calif.), which would have allowed the funding for child care at religious facilities, but would have banned religious instruction.

Both the House and Senate versions allow for religious instruction, which takes it out of the hands of the conferees. However, because of the church-state conflict, the issue could be settled in court.

A conference between the House and Senate has not been scheduled, but prospects for an agreement are favorable. Last year, when the House included both versions of child care in its budget reconciliation package, members of the House Education and Labor and Senate Labor and Human Resources committees were able to reach agreement. Child care was dropped from reconciliation, however, when conferees from the House Ways and Means and Senate Finance committee could not agree.

The Senate bill would authorize $1.75 billion for 1990, and funds as needed through 1994 to subsidize child care for low-income parents. It also would require states to set health and safety standards within three years and would provide financial incentives to meet national model standards.

The Senate bill further includes three tax credits for parents: an expansion of the current dependent care credit to parents whose income is so low that they pay no taxes, which in effect would put child funds into their hands; a new credit for children's health insurance; and a supplement to the current EITC for low-income families with children under the age of 4.

Witnesses see need for Civil Rights Act

The House and Senate have completed a series of hearings on the Civil Rights Act of 1990, aimed at reversing several recent Supreme Court decisions that have handcuffed victims of employment discrimination.

The bills (H.R. 4000 and S. 2104), supported by the AFL-CIO, would strengthen several provisions of the 1964 Civil Rights Act and would restore parts of an 1866 rights law that the court said did not apply to on-the-job discrimination.

Those narrow 5-4 decisions mean that victims of racial or sexual employment discrimination will find it more difficult, time consuming and expensive to obtain justice, witnesses told Congressional panels.

"Some of the most blatant and offensive examples of racial and ethnic discrimination are no longer prohibited by any federal anti-discrimination statute," said John J. Curtin, president-elect of the American Bar Association during one of the Senate hearings.

He also noted that one of the court's ruling, which shifted the burden of proof to discrimination victims, already has had "a severe impact on hundreds or even thousands" of people.

Former Secretary of Labor Ray Marshall testified that "many victims of discrimination feel that the clock is being turned back and that the nation's policy makers are not serious about eradicating discrimination."

Several discrimination victims who found remedies under the overturned laws testified. One woman fought a years-long legal battle against the Columbus, Ohio, Fire Department, charging that its physical tests were in fact discriminatory to women. She won the case and was hired.

"Today, I find myself wondering whether this case may have been decided differently because of recent decisions made by the Supreme Court. Would I and the other women have been hired, or would we still be working minimum wage jobs like I did," she said.

"Over the last nine years we have seen a marked tolerance for racism and sexism," said Sen. Howard Metzenbaum (D-Ohio) during the hearing. "The Reagan administration launched a campaign against civil rights."

A Supreme Court stacked with Reagan appointees handed down the anti-worker rulings, even though other courts had ruled in favor of job discrimination victims.

"In virtually every instance the federal circuit courts, or even the Supreme Court itself (earlier) had construed the laws in the opposite way," said William Coleman Jr., chairman of the board of the NAACP Legal Defense and Education Fund and former secretary of transportation.

While the AFL-CIO and others have thrown their support behind the two bills, the Bush administration has said it would support only more narrowly focused legislation, which would only partly remedy the court's rulings.

"This nation cannot afford such a retreat on civil rights," said AFL-CIO Legislative Director Robert M. McGlotten. "Congress must act, and act decisively to restore the employment discrimination laws to their full vigor."

Capitol Digest

The General Services Administration "wants to subvert the clear purpose of the Service Contract Act" with proposed new regulations, said Rudy Oswald, director of the AFL-CIO Department of Economic Research at a hearing on the proposals.

Testifying before the House Labor Standards Subcommittee, Oswald assailed the GSA proposals, which would set specific limits on changes in wages and benefits that can be negotiated under the act.

The act, passed in 1965, sets prevailing wage and other labor standards for workers employed by federal contractors. Currently the government has about 58,000 contracts covered by the SCA.

The proposed regulations would place a cap on collectively bargained wage and benefit arrangements which "inhibits the ability of employers and unions to freely engage in collective bargaining," Oswald said.

Elsewhere on Capitol Hill:

EASTERN—Eastern Airlines pension funds are underfunded by $1 billion as a result of a series of contribution waivers approved by the Internal Revenue Service, said Nancy Tauss, vice president of the Transport Workers Local 553 and a pension fund trustee, in testimony before the House Employment and Housing subcommittee. She said Eastern employees and their representatives on the pension boards have been denied financial information contained in the waiver requests and supporting materials.

The government agency that ultimately could be liable for the massive debt, the Pension Benefit Guarantee Corp., has little input into the waiver process, she said. Tauss and witnesses from the Machinists and Pilots urged the subcommittee to change the system.

ASBESTOS REMOVAL—The problems of removing asbestos, a deadly cancer-causing material, from public buildings requires more training for workers involved in the process, Jack Curran, the Laborers director of legislation told the House Health and Safety Subcommittee during an oversight hearing on asbestos removal.

FOREIGN LOBBYISTS—Testifying for the AFL-CIO, UAW President Owen Bieber urged the Senate Foreign Relations Committee to approve S. 176, which would close many loopholes that allow high-ranking government officials to cash in on their experience when they leave government by offering their expertise to foreign companies and governments.

To contact a member of Congress, write to: The Honorable (Senator or Representative's name), United States Senate (or House of Representatives), Washington, D.C. 20510 (Senate) or 20515 (House).

Supreme Court to hear 'fetal protection' case

The U.S. Supreme Court has agreed to hear a UAW challenge to an employer's so-called "fetal protection" policy — a policy the union charges violates federal anti-discrimination laws.

At issue is whether an employer can arbitarily transfer all women of childbearing age from jobs in which they are exposed to hazardous materials.

Under the policy, Johnson Controls Inc. transferred women to lower-paying positions and denied them the right to bid into higher-paying jobs in areas with significant levels of exposure to lead.

The UAW and eight employees — including a woman who underwent sterilization to keep her job — sued the automobile battery manufacturer in April 1984, charging that the policy constituted illegal sex discrimination.

They contended that the policy violated the Title VII sex discrimination provisions of the 1964 Civil Rights Act because it deprived women of job opportunities that are available to men and failed to recognize that men also face health risks from lead exposure.

In January 1988, a Federal District Court ruled against the union, and last September the 7th U.S. Circuit Court of Appeals in Chicago upheld that decision by a 7-4 vote.

The majority ruled that the employer's action constituted a "business necessity," and that workers failed to prove either that there was no risk to a fetus from lead exposure or that such risks applied to men as well as women.

In a sharply worded dissent, the minority said such an interpretation "would allow employers to consign more women to 'women's work' while reserving better paying but more hazardous jobs for men. Title VII was designed to eliminate rather than perpetuate such matching of sexes to jobs."

The UAW welcomed the decision by the nation's highest court to hear the case, pointing out that the issue at stake could potentially affect millions of workers.

The union contended that men, women and future children are all at significant and comparable risk from low lead exposure and that efforts must be made to reduce lead exposure of both male and female workers without subjecting either to discriminatory decisions.

A similar challenge by a female job applicant against Johnson Controls was recently upheld in a unanimous decision by a California Appellate Court, which called the policy "a blatant, overt violation" of that state's anti-discrimination law.

U.S., Japanese textile unions see joint needs

Honolulu

Winning trade union rights in developing nations and strengthening the labor movements in the United States and Japan were among the key concerns expressed at a joint conference of U.S. and Japanese apparel and textile unions.

Leading the U.S. delegation were Presidents Jay Mazur, Ladies' Garment Workers, and Jack Sheinkman, Clothing and Textile Workers. President Jinnosuke Ashida of Zensen, which represents more than 500,000 workers in textile, apparel, chemical and distributive industries, headed the Japanese delegation.

The conference marked the sixth exchange of information on industry trade and developments between the Japanese and American labor organizations.

In a joint statement, the unions pointed out that the lack of trade unions in developing countries, coupled with a very low standard of living imposed on workers, often is used as a competitive advantage in international trade.

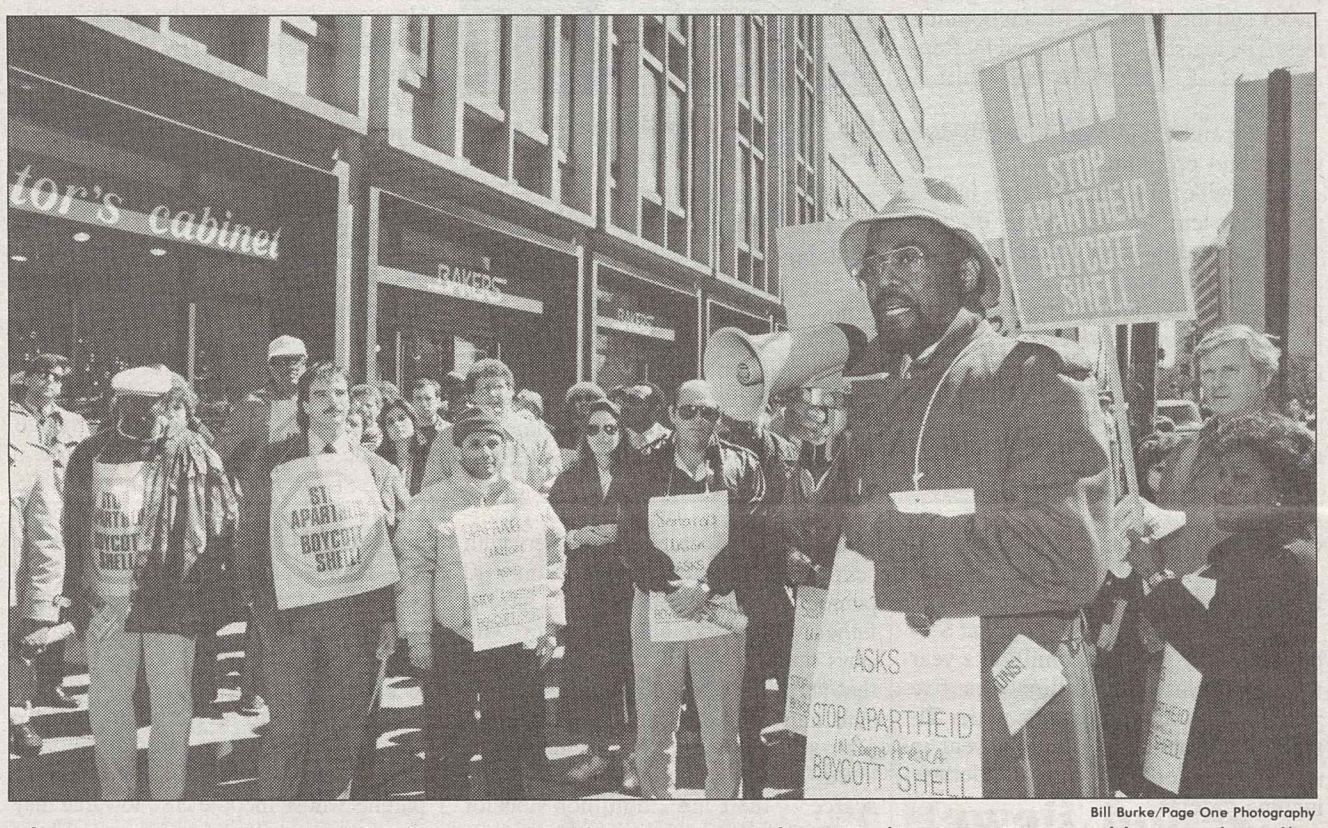
The delegates agreed that basic trade union and human rights should be the determining standard in international trade talks and called for provisions guaranteeing workers' rights in the current Uruguay Round of trade negotiations under the General Agreement on Tariffs and Trade.

The unions also stressed the importance of preserving apparel and textile industries in developed countries. These industries, "which provide millions of jobs...are a crucial part of the economic structure" of these countries, the statement said.

Efforts like the Textile Workers Asian Regional Organization and other programs to aid trade union development in Asia, Latin America and Africa must be continued to improve global working conditions and living standards, the group said.

In the United States, growing numbers of imports and industry restructuring are placing new hardships on workers. To combat the threat to job security in both the United States and Japan, delegates called for industry consultation with unions before companies adopt major changes.

Delegates also discussed union organizing strategies and growing solidarity in their trade union movements.



Bill Burke/Page One Photography

Labor's continuing protest of South Africa's racist policies brought scores of trade unionists to the doors of Shell Oil Co.'s Washington office in marking the 30th anniversary of the Sharpeville massacre and Namibia's independence day. President Joslyn Williams of the Metropolitan Washington AFL-CIO addresses the rally. Similar demonstrations, coordinated by the Boycott Shell committee, were held in more than a dozen cities across the country. Shell Oil is on the federation's boycott list for its ties to South African apartheid.

ACTWU members ratify pact boosting pay, health benefits

A new contract covering 15,000 Clothing and Textile Workers in the cotton and garment industry was overwhelmingly ratified by ACTWU members.

The 18-month agreement provides key health benefit gains and wage increases and includes a pledge from the industry group to work with the union toward a long-term national health program.

ACTWU President Jack Sheinkman said the union achieved its key goal of preventing health care cost shifting to workers.

"We made it clear from the start that we wouldn't give in on health care costs — and we didn't," he said. "But we also recognize that the answer to the health care crisis is not going to be resolved at the negotiating table. The answer is a national health care program."

The settlement provides a 5.5 percent wage increase over the contract term, with hourly wages increases of 20 cents in the first contract year and 15 cents the following year.

In addition to continuing existing health insurance coverage, contract improvements include increased benefits covering physician visits, expanded disability income, substance abuse therapy and new coverage for prenatal and well baby care.

ACTWU and the employer group also agreed to form a committee to help "determine the best way to mount a joint campaign in support of the establishment of an appropriate national health insurance program and to implement such a campaign." The contract also establishes an in-plant safety and health committee.

The ACTWU members make shirts, trousers and other men's garments and work in distribution and retail centers. The settlement affects another 27,000 garment workers whose contracts expire later this year.

Silo appliance chain added to boycott list

Silo, Inc., a nationwide retail electric appliance chain, has been added to the AFL-CIO's boycott list for its five-month effort to crush Teamsters Local 623 at the firm's southwest Philadelphia warehouse.

Fifty IBT members went on strike Sept. 28, 1989, after contract talks broke down over management efforts to replace full-time workers with part-timers. The union has filed unfair labor practice charges with the National Labor Relations Board.

Since the start of the walkout, four IBT members have been hositalized after being run down by automobiles driven by scabs, and others have been threatened by club-wielding security guards.

The Union Label and Service Trades Dept. will work with the Teamsters in publicizing the boycott of Silo's retail outlets across the country.

House panel hears tragedy of child labor

Bill seeks stiff fines, limits on jobs, hours

Steve Yarmola/AFL-CIO News

Employer violations of child labor regulations are related at House hearings. From left, Valerie Tyra, Matthew Garvey, Suzanne Boutros; Joyce Bentzman, and the RWDSU's Bob McFeely and Marshall Garcia.

By Gene Zack

A House Government Operations panel heard heart-wrenching testimony about teenagers maimed or killed on the job, as Congress grappled with ways to toughen the nation's antiquated child labor laws.

Among those testifying before the Employment and Housing Subcommittee was Suzanne Boutros of Plainfield, Ind., whose 17-year-old son, Jesse Colson, died when the pickup truck he was driving skidded on a rain-slickened road as he tried to meet the 30-minute delivery guarantee for a Domino's Pizza outlet.

Matthew Garvey of Laurel, Md., told of losing his right leg while working in a carwash when he was only 13 — a year too young to be legally employed.

And Joyce Bentzman testified that she was 13 when she was employed at a Washington, D.C., sandwich shop. She said she worked more hours than the law allowed and that she cut her finger on a meat slicer, a machine that, under federal law, she was prohibited from operating.

Boutros choked up several times as she told the subcommittee of her son's tragic death. "From what the police officers could tell, Jesse was driving too fast" when his vehicle plowed into a puddle of standing water, she testified.

Boutros said she was unaware at the time that federal law prohibits youths her son's age from driving for a company such as Domino's. She subsequently learned that someone at the pizza shop had crossed out the age of 18 for drivers on job application forms, and the numbers 16 and 17 substituted.

Boutros and Robert Harbrant, president of the AFL-CIO Food and Allied Service Trades Department, are cofounders of People Against Dangerous Delivery — an organization of concerned citizens formed in response to the deaths and serious injuries of delivery drivers in all 50 states.

Following Jesse's death, the pizza shop was assessed a $1,000 fine — the maximum allowable under federal child labor laws that haven't been improved in more than half a century.

Reps. Charles E. Schumer (D-N.Y.) and Don J. Pease (D-Ohio), cosponsors of legislation to crack down on child labor abuses, noted that more than 120,000 youngsters were injured on the job between 1987 and 1989 and an estimated 59 were killed. The average fine for accidents in which youngsters died was a mere $740.

They called for raising the maximum penalty for child labor violations to $10,000, pointing out that employers are not deterred by existing sanctions because fines are easily affordable as a cost of "doing business."

Marshall Garcia of Local 1199 of the Retail, Wholesale and Department Store Union laid out a bill of particulars against Rock Bottom Stores, a New York retail chain, which he branded as "a consistent violator of child labor laws."

Rock Bottom "forces its young employees to work excessive hours, it forces them to work with unsafe equipment, and it exposes them to unsanitary conditions," he told the subcommittee.

New York State Labor Commissioner Thomas F. Hartnett urged Congress to follow New York's lead in working toward reform of child labor laws. Gov. Mario M. Cuomo has proposed limiting to 28 the number of hours 16- and 17-year-olds could work each week while school is in session, and setting a 10 p.m. employment curfew.

Instead of relying solely on teenagers, Hartnett said, government, business, labor and education should find ways to recruit women with children, older adults, veterans, handicapped individuals and college students to fill entry level and part-time positions in the service trades.

"We should be encouraging mothers back into the workforce with the provision for safe and affordable child care and adequate family leave policies," he said.

The subcommittee raised questions about the timing of a three-day Labor Department investigation, which uncovered 7,000 cases of minors employed in dangerous jobs or working longer hours than the law permits.

Assistant Labor Secretary William Brooks said it was "purely coincidental" that the nationwide sweep was announced less than 24 hours before the hearings began.

But Pease was skeptical. "A three-day undercover sting followed by a highly publicized media blitz is no substitute for practical laws and sustained enforcement over time," he declared.

Pilots' fear of Lorenzo justified, court rules

San Francisco

Justifiable fears of union-buster Frank Lorenzo were sufficient cause for the Airline Pilots to work with financier Carl Icahn on his successful 1985 takeover of Trans World Airlines, the 9th Circuit U.S. Court of Appeals has ruled.

Under the agreement, the union pledged in advance to accept a 26-percent cut in wages and benefits in exchange for an employee stock ownership plan, a profit-sharing arrangement, and a guarantee that the airline would sell any surplus aircraft only to carriers represented by ALPA.

The arrangement came at a time when TWA management had decided to sell out to Lorenzo's Texas Air Corp. The union pursued a three-pronged approach — exploring an employee buyout with other unions, hiring the investment banking firm of Lazard Freres to help find potential buyers less hostile to the pilots' interests, and pursuing discussions with Icahn.

According to the court, ALPA had ample rational reasons to fear that a Texas Air takeover would result in steep cuts in compensation and the furloughing of pilots. Lorenzo's activities at Continental Air Lines, New York Air and Texas International provided substantial evidence that he would threaten pilots' pay and working conditions at TWA, the court declared.

In its decision, the court swept aside all of the charges brought by two flight deck crew members who were involved with a new union trying to gain representation rights at TWA.

They had accused ALPA of breaching its duty of fair representation, violating the Railway Labor Act's prohibition against negotiating with entities other than "carriers," and undercutting the union's independent status by requiring Icahn to pick up Lazard Freres' $1.25-million fee if the takeover succeeded.

The court emphasized that there was no evidence of fraud, deceitful action or dishonest conduct by ALPA, noting pointedly that TWA pilots obviously agreed that they had gotten fair representation since 82 percent of those voting approved the arrangement with Icahn.

The argument that Icahn was not an RLA carrier at the time the agreement was signed, the court said, "sidesteps a central fact, which is that the agreement would only come into effect if Icahn did become the employer."

Finally, the court said, the payment of the investment banker's fee represented a novel exercise of the pilots' collective power, and underscored the desirability of cooperative employer-employee arrangements as alternatives to the traditional adversarial relations between the two.

Jury trial upheld in 'fair representation' cases

Workers who sue unions for failing to represent their interests adequately in disputes with employers may have a constitutional right to a jury trial under certain circumstances, the Supreme Court ruled.

The right to trial by jury is clearly guaranteed in all criminal cases by the Sixth Amendment. However, the Seventh Amendment, which applies to civil cases, is less clear.

In its 6-3 decision, the majority held that when workers allege that their union failed in its "duty of fair representation" and seek monetary damage in the form of back pay, they are entitled to trial by jury.

The case was brought by 27 members of Teamsters Local 391 employed by the now-defunct McLean Trucking Co. in Winston-Salem, N.C., who were supposed to receive special seniority status when they were transferred to another terminal as part of a company reorganization plan.

The IBT filed a grievance on behalf of the truckers when they were laid off while previously inactive employees at the terminal were brought back to work. McLean agreed to honor the special seniority rights of the 27 truckers until the inactive employees were properly recalled.

When the 27 truckers subsequently were rehired and laid off, they filed another grievance, but the union found that McLean had not violated its previous agreement.

In July 1983, the employees filed suit against McLean for violating the collective bargaining agreement and against the union for breach of its duty of fair representation.

McLean declared bankruptcy in 1986, and all claims against the employer were voluntarily dismissed. The IBT moved to strike the jury trial demand, but the 4th Circuit U.S. Court of Appeals rejected the union's motion — a ruling upheld by the Supreme Court.

Lockheed pact covering 18,000 ratified by IAM

Eighteen thousand Machinists at four Lockheed Corp. plants in California and Georgia overwhelmingly ratified a 41-month contract providing a combination of wage increases and lump-sum bonuses.

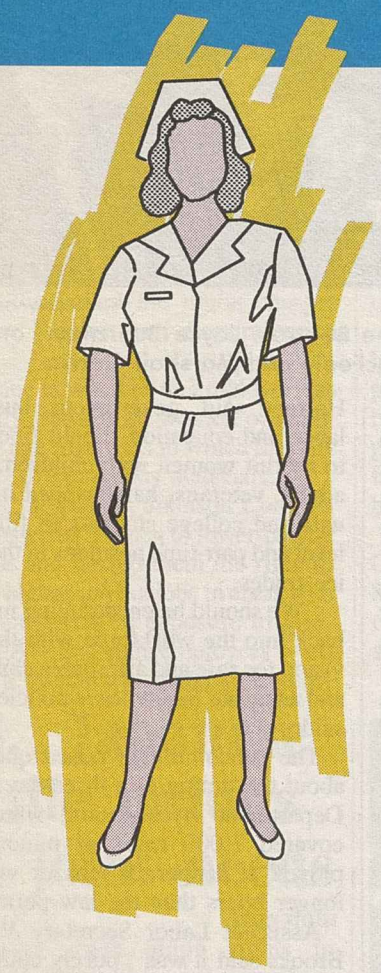
Employees in the top pay grades will receive increases totaling 10 percent and bonuses amounting to 8 percent over the life of the contract. The others will receive bonus payments of 4 percent the first year and 7 percent in each of the next two years. All classifications will receive a 2 percent bonus for the five-month period ending March 1, 1993.

The agreement, retroactive to Oct. 1, 1989 — the date on which the previous contract expired — also provides immediate one-time bonuses of $2,500 for all 18,000 IAM members.

Union negotiators beat back management efforts to impose a $15-a-week worker contribution to the medical insurance fund. But to help offset rising insurance costs, the IAM agreed to a $4 weekly contribution for dependent coverage in 1991, rising to $6 a week in 1992.

The IAM also won improvements in company contributions to the pension plan, increased benefits for current retirees, and an Employee Stock Ownership Plan to replace the existing savings program.

The contract was approved by 76 percent at Lockheed installations in Burbank and Palmdale, Calif., 77 percent at Sunnyvale, Calif., and 83 percent at Marietta, Ga.



Health care workers turn to unions

Affiliates press organizing drives

By Gene Zack

Responding to a rising demand to correct longstanding inequities in the nation's sprawling health care delivery system, AFL-CIO affiliates are stepping up health care organizing campaigns in recognition that "the climate has never been better" for unionization.

Nurses are particularly interested in organizing, the unions say. A recent AFSCME conference estimated that 75 percent of the nation's 2.2 million nurses still lack collective bargaining representation.

One reason for the unrest, health care specialists say, is that nurses have borne the brunt of efforts to curb medical care costs. In a questionnaire sent by the Teamsters to 19,000 nurses in the St. Louis area, in which 10 percent responded, the nurses by a 3-1 margin said they would not want their children to enter the nursing profession because of lack of respect, low pay and long hours.

Meanwhile unions are plowing ahead with organizing activities despite the continued uncertainty about the ultimate fate of National Labor Relations Board ground rules covering bargaining units in acute care hospitals.

Hospital workers were first brought under protection of the National Labor Relations Act in 1974, spurring healthy organizing efforts. But the hospital employers refused to agree to representation elections in bargaining units covering such well-recognized occupational groups as registered nurses and skilled maintenance workers, insisting that only very large units, such as "all professionals," are appropriate.

The resulting litigation at the NLRB and in the courts has yielded confusing and contradictory decisions, which have delayed the holding of timely elections and thwarted the efforts of hospital workers to organize.

Last year, the NLRB issued a rule providing that each of the following eight constitute an appropriate unit for bargaining: registered nurses, physicians, all other professionals, technical employees, skilled maintenance workers, office and clerical employees, all other nonprofessionals and guards.

Unions welcomed the final rule on the makeup of bargaining units as providing the certainty of clear occupational categories, permitting employees to exercise their free choice. But the American Hospital Association immediately challenged the decision in U.S. District Court in Chicago.

After the court issued an injunction to prevent implementation of the new rules, the NLRB, joined by the hospital unions, asked the U.S. Court of Appeals for the Seventh Circuit to allow the bargaining unit rule to go into effect.

As the case drags slowly through the legal process, unions find themselves facing serious obstacles in their organizing efforts.

According to Richard Sanders, national representative of the Federation of Nurses and Health Professionals — a division of the Teachers — this complicates organizing efforts among other allied health professionals, who fear they will be overwhelmed by the nurses in their bargaining units.

Most health care facilities are dominated by nurses, Sanders pointed out. In a unit of 900, for example, 600 might be registered nurses while only 300 would be pharmacists, technicians and others.

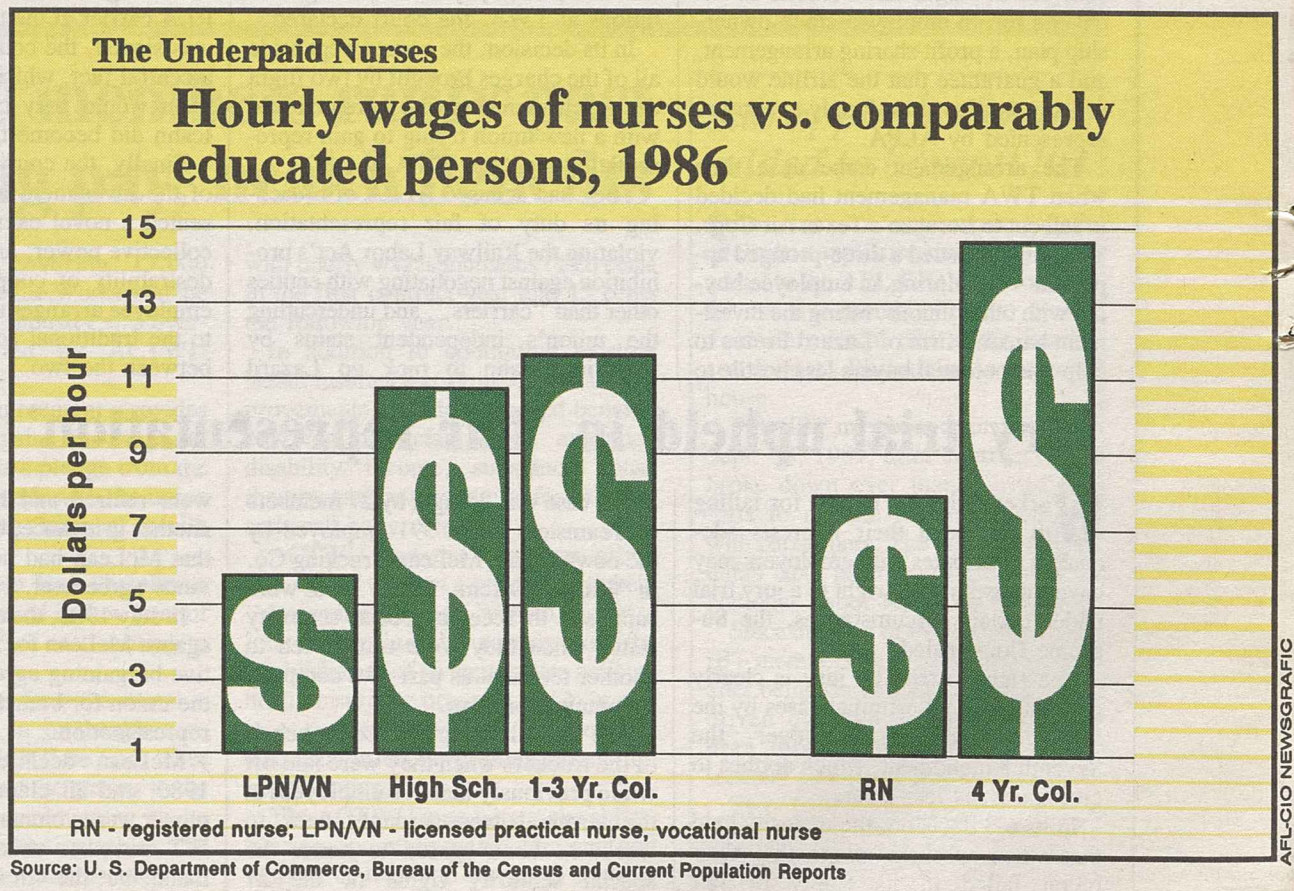
Still, he said, AFT/FNHP represents some 40,000 health professionals, the overwhelming majority of whom are registered nurses and the union has organizing campaigns underway throughout New England and the Northeast, as well as in Wisconsin, Indiana and Oregon.

Sanders said prospects are bright for union breakthroughs because of the current shortage in the nursing field and the fact that "nurses are agitated, angry and ready to organize."

AFSCME's conference announced formation of the United Nurses of America to serve as the coordinating body for an organization that already claims more than 36,000 members in 36 states.

AFSCME's registered nurses and licensed practical nurses work in correctional, institutional, acute-care and nursing home facilities and as school nurses. They are among more than 325,000 health care workers organized by AFSCME across the country.

More than 300 nurse delegates from across the country who attended the founding meeting heard AFSCME President Gerald W. McEntee pledge that UNA would



Source: U. S. Department of Commerce, Bureau of the Census and Current Population Reports

'Nurses are agitated, angry and ready to organize'

change the way this nation treats the people in the front ines of health care — nurses.''

Meanwhile, the Healthcare Division of the Service Employees is scheduling its first convention in Washington, D.C., to focus on organizing strategies at ospitals, nursing homes, home health agencies, HMOs nd other health care facilities.

The SEIU now represents more than 345,000 health are workers and William Stodghill, who chairs the Healthcare Division, points to gains during the past 12 months among nursing home workers in New England, Connecticut and Pennsylvania, home-care workers in Illinois and California, and nurses on the East and West oasts.

The Communications Workers explored the promise of ealth care organizing at the 10th CWA Public and Health Care Workers Conference in Jackson, Miss.

Describing the ongoing organizing campaign for units f 1,000 hospital workers in Panama City, Fla., CWA District 3 Vice President Gene Russo declared that the nion ''has the ability to organize 20,000 health care orkers in Florida alone over the next few years.''

Vicki Saporta, organizing director of the Teamsters, ited her union's St. Louis survey as proof of the unrest the nurses' ranks, noting that the historic desire of urses to be treated as ''professionals'' is leading them recognize collective bargaining as a way to win treatent as professionals.

The legal delays in unit determination have left the eamsters with cases as much as eight years old, she said.

Locals of the Teamsters have close to 700 contracts in he health care industry and in addition to nurses, eamster locals are continuing organizing activity in a ide variety of nursing homes and similar health care acilities, she said.

The Retail, Wholesale and Department Store Union ocal 1199, which represents approximately 100,000 ealth care workers in the New York City area, gained everal hundred new members in several victories this year.

Service and maintenance workers and licensed practical urses at the Madonna Nursing Home voted for RWDSU 199 representation in a labor board election. In addition, 107-member unit of maintenance and craft workers at Einstein College of Medicine and 400 workers at Union Hospital in the Bronx signed up with RWDSU. The local also organized health care workers at the Fordham Tremont mental health facility.

Another RWDSU unit, Local 262, won a health care victory at Pleasant View Manor nursing home in Union, N.J., where about 100 workers joined the union. RWDSU also represents nursing home workers in Pennsylvania, Indiana and West Virginia.

The Food and Commercial Workers have been engaged for more than a year in a major campaign to organize nurses in Washington state, recording nine wins involving 3,000 nurses in the past 12 months.

UFCW now represents 70,000 health care workers, including 40,000 licensed professionals and 6,000 nurses.

The Steelworkers represent more than 8,000 health care workers at hospitals, nursing homes and other care facilities nationwide. The union's latest health care organizing victory was a unit of more than 200 nurses, dieticians and housekeepers at the St. Anthony Home in Crown Point, Ind.

The problems facing nurses were spelled out in graphic detail at the founding convention of the United Nurses of America.

As health planners and policy experts debated cost containment strategies to blunt soaring health care costs, they shifted much of the burden for savings to health care workers, including nurses, UNA reported.

Faced with dangerous working conditions and compressed wages, nurses increasingly have forsaken traditional workplace roles in search of greater flexibility on the job and recognition of their skills.

Nursing wages are low compared with other professions requiring similar education and responsibility levels, the report declared, citing data from the Bureau of Labor Statistics that show that average hourly wages for RNs and LPNs are just half those of persons with comparable education.

Wage compression — meaning limited growth in pay scales from the start of a career to the end — is one of the primary reasons for this difference. The UNA report cited a New York Times article showing that while salaries start in the $20,000 range, they don't rise much even with years of experience and increased responsibility.

Meanwhile, working conditions have resulted in high stress for nurses. Heavy caseloads, often due to a shortage of staff, have been documented and publicized. In addition, nurses are used as substitutes for other employees — required to do secretarial, food preparatory, and administrative work. One survey estimates that almost one-third of a nurse's time is spent on non-nursing activities.

Beyond these daily working conditions, nurses face relatively inflexible hours. Some facilities require nurses to rotate from day shift to evening to graveyard shifts, UNA said. Most facilities require nurses to work some weekends and holidays. In many institutions, part-time work is not available.

Since 1983, AFSCME reported, unfilled nursing positions have more than doubled, leaving more than 200,000 vacancies nationwide. As a result, hospitals have been forced to close emergency rooms, reschedule surgery and limit patient admissions.

The union quoted an American Hospital Association study showing that almost three-quarters of U.S. hospitals rely on overtime to meet nursing shortages, 41 percent hire temporary or registry nurses (which cost about twice what a staff nurse costs), and 10 percent actively recruit foreign nurses from the United Kingdom, Australia and the Philippines.

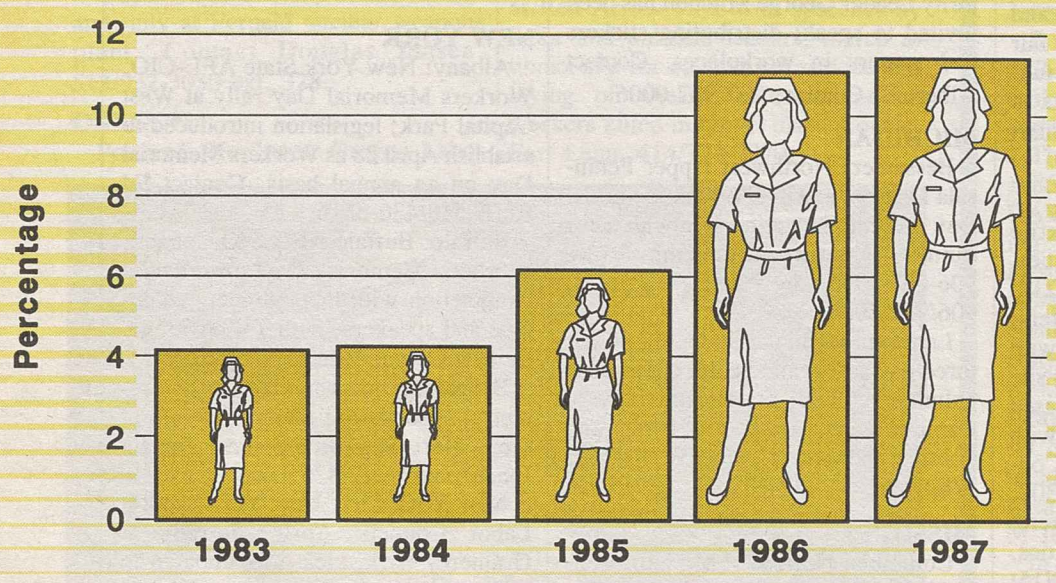
At UNA's founding convention, Co-Chair Faye Krohn, an LPN in Minnesota and an AFSCME international vice president, said the organization would serve as ''a powerful new voice for nurses in the '90s.''

Krohn said the group would ''fill the void created by the failure of the American Nurses Association,'' the professional association for nurses founded nearly a century ago. Since its establishment in 1897, the ANA has been able to recruit only 200,000 RNs out of the 1.6 million working registered nurses in the country. ANA does not permit LPNs — currently 600,000 of whom are in the workforce — to be members.

Among the new union's goals: improving nursing pay to prevent wage compression; improving wage differentials for undesirable or hazardous shifts; negotiating such added benefits as child care help, uniform allowances and improved health insurance protection, and fighting for ''patient-care'' aspects of nursing by leaving non-nursing work to ancillary personnel.

The Nursing Shortage

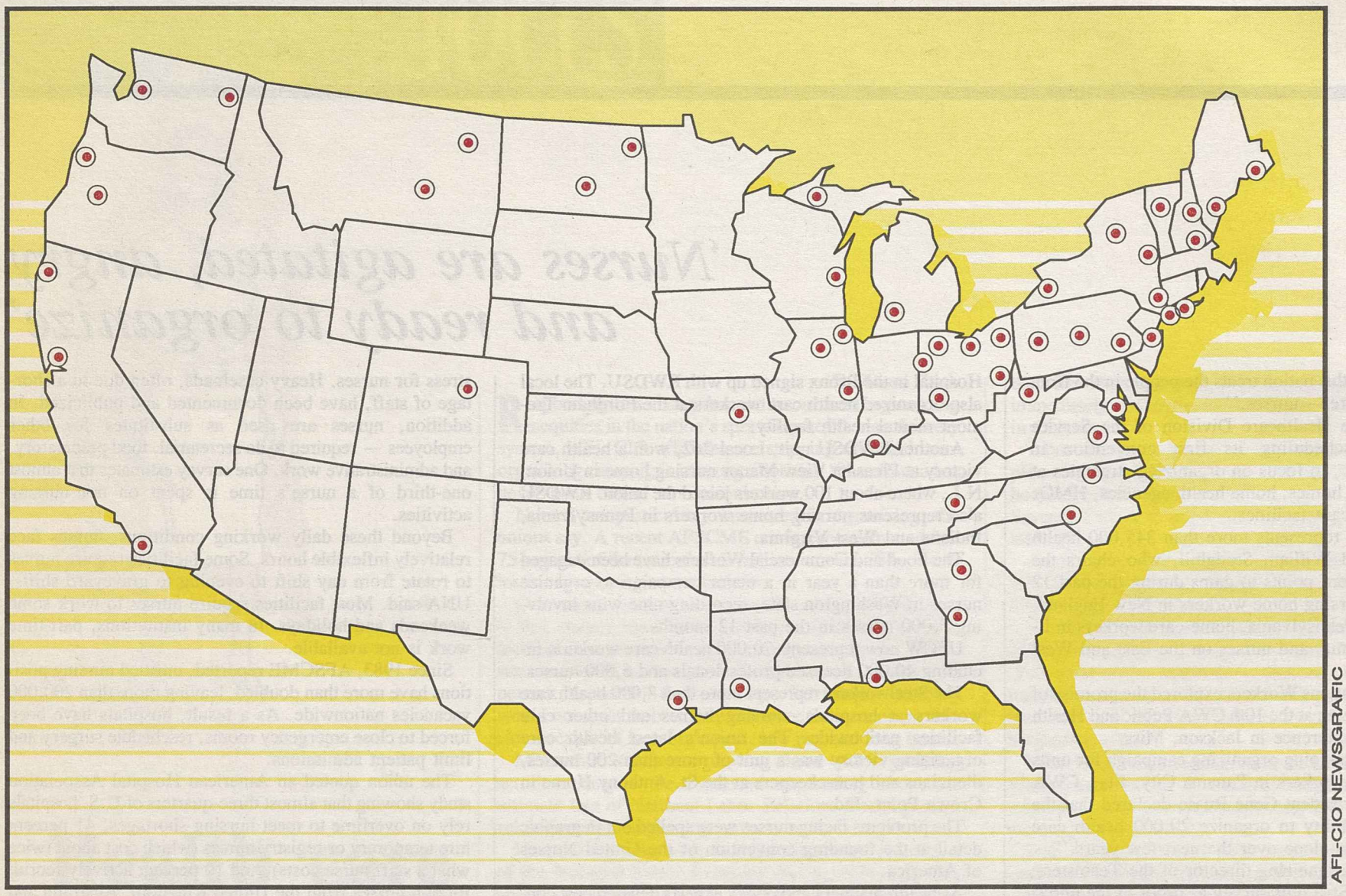
Registered nurse vacancy rates in community hospitals, 1983-87



AFL-CIO NEWSGRAFIC

Source: AHA Annual Surveys and AONE Surveys

Unions rally to cause of Workers Memorial Day



April 28 will be a day of remembrance and a day of action as workers across the nation participate in memorial services and events to honor those who have been killed, injured or diseased on the job.

A number of cities will dedicate workers' monuments or sites for monuments or kickoff fund-raising campaigns to build memorials on the second annual AFL-CIO Workers Memorial Day.

AFL-CIO state or local central labor bodies in Harrisburg, Pa., Spokane, Wash., and Houston announced they will dedicate permanent memorials or monuments. Danville, Ill., will be dedicate a site for a memorial by placing white crosses with the names of workers killed on the job, and New York City will kick off a drive to build a permanent monument.

The observances of Workers Memorial Day vary widely from weeklong schedules of events to memorial services and rallies. Tied to these will be proclamations from state, city, county and municipal governments declaring Workers Memorial Day and, in Massachusetts, legislation introduced to make April 28 a legal holiday.

Workers Memorial Day signals the focus of organized labor's attention on the need to revise the 1970 Occupational Safety and Health Act, giving workers the right to act to prevent injuries and illnesses on the job.

The preliminary list of activities and locations includes:

ALABAMA

Mobile: Alabama AFL-CIO; march to Islom Clemon Park, lighting candles for deceased workers, speeches and wreath dedication. Contact A.G. Trammell, 205-942-5260, Earl R. Wilbur, 205/433-7896.

Tuscaloosa: Rubberworkers Local 351; educational program with film and presentation; putting posters in plant. Contact Ken Walters, 205/758-4476.

CALIFORNIA

Eureka: County and city proclamations; promoting Workers Memorial Day TV program, distributing stickers and leaflets. Contact Richard Khamsi, 707/445-1245.

San Francisco: San Francisco Labor Council, AFL-CIO; rally and mayoral proclamation. Contact Walter Johnson, 415/543-2699.

San Diego: San Diego Imperial Counties Labor Council; labor awards dinner with Workers Memorial Day commemoration. Contact Sandra Mullins, 619/283-5411.

COLORADO

Denver: Colorado State AFL-CIO; candlelight vigil and rally. Contact Toni Hernandez, 303/820-2801.

GEORGIA

Atlanta: Georgia Labor Council AFL-CIO/Georgia State AFL-CIO; Sen. Sam Nunn speaking, arm bands with names of workers killed during 1989. Contact Richard A. Ray, 404/525-3559.

Buena Vista: Retail, Wholesale and Department Store Union; health fair and educational activity on carpal tunnel syndrome for poultry workers at Cargill plant April 27. Contact: Stuart Applebaum, 212/684-5300.

ILLINOIS

Chicago: Clothing and Textile Workers; 100 locals planning activities. Contact Susan Barkulis, 312/738-6212.

Danville: Plumbers & Steamfitters; memorial service in cooperation with Central Labor Council, dedicating site for monument with names of deceased union members, white crosses with names of workers killed on job. Contact Albert Royce, Jr., 217/446-3300.

Hinckley: Communication Workers; 40 worksites with various activities. Contact Carol or Glenn Hamm, 815/286-3629.

INDIANA

Evansville: United Mineworkers, Evansville Labor Council; rally and candlelight prayer vigil at Four Freedoms monument; Ladies Garment Workers; activities associated with organizing drive, ministers speaking at ceremony on Ohio River with candles floating in river, with TV coverage. Contact Deborah Ranck, 812/422-6944.

LOUISIANA

Lake Charles: Southwest Louisiana Central Trades Council; distributing stickers, proclamations from Lake Charles and West Lake, IAM surveying plants and giving plaques in memorial of workers who died at those plants. Contact Frank Roth, 318/478-0754.

MAINE

Augusta: MSEA/SEIU; Distributing posters and stickers in workplaces, participating in activities in Portland, Maine. Contact 207-622-3151.

Portland: Maine labor community; proclamation by governor, noontime rally in Monument Square, Senate Majority Leader George Mitchell has been invited to speak; distributing stickers and posters in workplaces. Contact Albert B. Camire, 207/947-0006.

MICHIGAN

Bessemer: Northwest Upper Peninsula Labor Council; Workers Memorial Day program in conjunction with labor dinner. Contact Katherine Billie 906-663-4993 or Patricia Skender, 906/932-4084.

Lansing: Michigan State AFL-CIO; three-day safety and health conference culminating with march and rally at Capitol steps April 27; labor and political speakers. Contact W. Richard Whitwam, 517/487-5966.

MISSOURI

Columbia: Northwest Missouri Central Labor Council/Missouri State AFL-CIO and University of Missouri; commemoration and educational conference planned. Contact Joel Rosenbilt, 314/882-4074.

MONTANA

Billings: Yellowstone Valley Central Labor Council, AFL-CIO; candlelight vigil and memorial service. Contact Randy Siemers, 406/252-8513.

Forsyth: Eastern Montana Trades and Labor Council; distributing Workers Memorial Day stickers to be worn on hard hats. Contact M. Maureen, 406/356-7708.

NEW HAMPSHIRE

Nashua: Nashua Labor Council; mayoral proclamation, program with mayor and unions. Contact Dan Toomey, 603/889-3962.

Pembroke: New Hampshire AFL-CIO; radio talk show, newspaper editorials, establishing local safety and health coalition. Contact Janet Schaffer, 603/224-4789.

NEW JERSEY

Newark: International Longshoremen's Association; memorial mass at Stella Maris Point. Contact Joe Leonard, 212/425-1200.

NEW YORK

Albany: New York State AFL-CIO; Workers Memorial Day rally at West Capital Park; legislation introduced to establish April 28 as Workers Memorial Day on an annual basis. Contact Ed Ruff, 518/436-8516.

Buffalo: Buffalo AFL-CIO Council; Workers Memorial Day program in conjunction with labor dinner; videotape and speakers, with TV coverage. Contact George Wessel, 716/852-0375.

Brooklyn: International Longshoremen's Association; memorial mass at Stella Maris Seaman's Center. Contact Joe Leonard 212/425-1200.

New York City: New York Central Labor Council; April 27 rally at Gramercy Park, kick-off campaign to build permanent memorial; radio ads and radio talk shows. Contact Ted Jacobsen 212-685-9552; International Longshoremen's Association; memorial mass at Elizabeth Seton Chapel April

27. Contact Joe Leonard, 212/425-1200.

Rochester: Rochester and Vicinity Labor Council, AFL-CIO; Weeklong program of activities focusing on workers compensation, construction hazards, office hazards, problems for health care workers, and industrial hazards culminating in a Workers Memorial Day program on April 28. Contact Chris Garlock, 716/272-9780.

Valhalla: New York Committee on Occupational safety and Health; safety and health conference for trade unionists at Westchester Community College. Contact NYCOSH, 212/627-3900.

NORTH CAROLINA

Charlotte: North Carolina State AFL-CIO, Operating Engineers; Workers Memorial Day program in conjunction with labor dinner April 21; labor and political speakers including Former House Speaker Jim Wright. Contact Chris Scott 919/833-6678 or David Miller, 704/597-1330.

NORTH DAKOTA

Bismarck: Missouri Slope Central Labor Council; tree planting ceremony at Capitol, with speeches by governor, labor leaders and disabled workers. Contact Debbie Fliginger, 701/223-0784.

Grand Forks: American Federation of Grain Millers/Northern Valley Labor Council; tree planting, mayoral proclamation, newspaper columns, wearing black arm bands and other activities. Contact Mark Froemke, 701/775-9358.

OHIO

Akron: United Rubber Workers; distributing black arm bands, black ribbons and other materials to local unions. Contact Leslie McKnight, 216/376-6181.

Celina: Grand Lake Central Labor Council; Workers Memorial Day program in conjunction with labor dinner. Contact Barb Mangen, 419/268-2532.

Cleveland: Cleveland AFL-CIO; educational program and rally at Cuyahoga Community College; various speakers, including AFSCME Secretary-Treasurer Bill Lucy and Sens. John Glenn and Howard Metzenbaum have been invited to attend. Contact George Curtin, 614/224-8271.

Dayton: AFL-CIO Region Labor Council; lobbying State Senate and House for legislation declaring April 28 Workers Memorial Day. Contact Patt Duffy, 513/236-9755.

Lorain: Lorain County Labor Agency Inc.; seeking mayoral proclamations in all cities in county. Contact Alan Zgone, 216/282-7401.

Toledo: American Red Cross; mayoral proclamation and memorial service at breakfast meeting. Contact Carol Kauss, 419/248-3331.

Xenia: OCSEA/AFSCME; march and rally at Fernald nuclear weapons plant. Contact Douglas Jansen, 513/932-3030 ext. 328.

OREGON

Portland: Northwest Oregon Labor Council; proclamations by the mayor, county and governor, rally and distribution of stickers. Contact Ron Fortune, 503/235-9444.

Salem: Oregon AFL-CIO; press conference at mayor's office for signing proclamation and rally. Contact Stephen Socotch, 503/585-6320.

PENNSYLVANIA

Harrisburg: Harrisburg Central Labor Council; dedication of a permanent monument in park area dedicated to Workers Memorial Day; radio and TV public service announcements. Contact Bob Settle, 717/231-7830.

Johnstown: Johnstown Regional Central labor Council; interfaith service, banquet and commemorative awards presented to families of union members. Contact Mike Welsh, 814/539-6070.

Pittsburgh: Steelworkers; rally in Market Square with speeches by labor and political leaders. Contact Paul Faulkowski, 412/562-2580.

TENNESSEE

Knoxville: Knoxville Oak Ridge Central Labor Council; memorial service with reading of names of workers killed on the job, mayoral proclamation, with media coverage. Contact Sandra Davis, 615/523-9131.

TEXAS

Houston: Houston Central Labor Council; memorial service and dedication of permanent memorial to workers killed in explosion in Pasadena, Texas. Contact Doug Richardson 713/869-0265.

VERMONT

Burlington: Vermont State Labor Council AFL-CIO; rally, speeches, and memorial service at City Hall. Contact Tom Belville, 802/223-5229.

VIRGINIA

Richmond: Virginia State AFL-CIO; memorial services at Capitol, banner of workers killed. Contact Scott Reynolds, 804/355-7444.

WASHINGTON

Seattle: Memorial service at Seattle Flag Pavillion. Contact Dan Bickford, 206/441-8510.

Spokane: Dedication of permanent memorial to workers killed on the job, memorial service and speakers. Contact Bill Domarotsky, 206/284-6611.

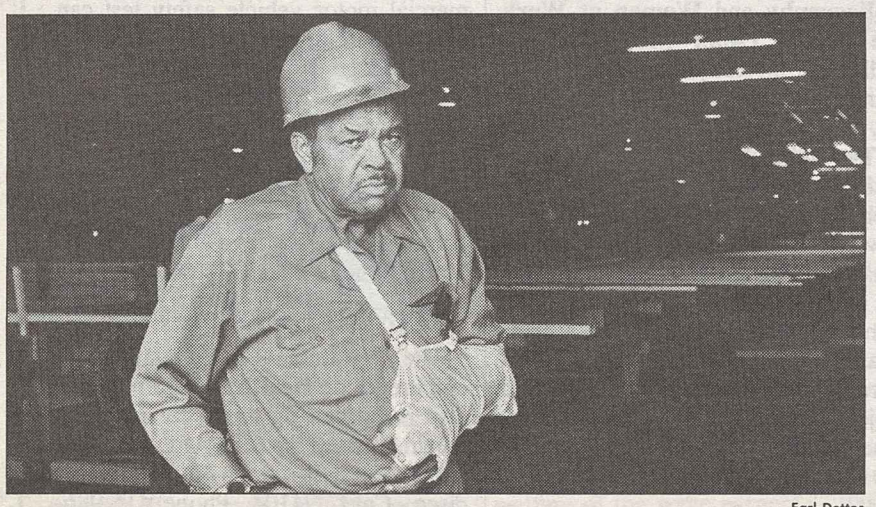
WEST VIRGINIA

Morgantown: Laborers Local 814; running ad in local newspaper, distributing posters and stickers. Contact Owen Tapper, 304/292-3447.

WISCONSIN

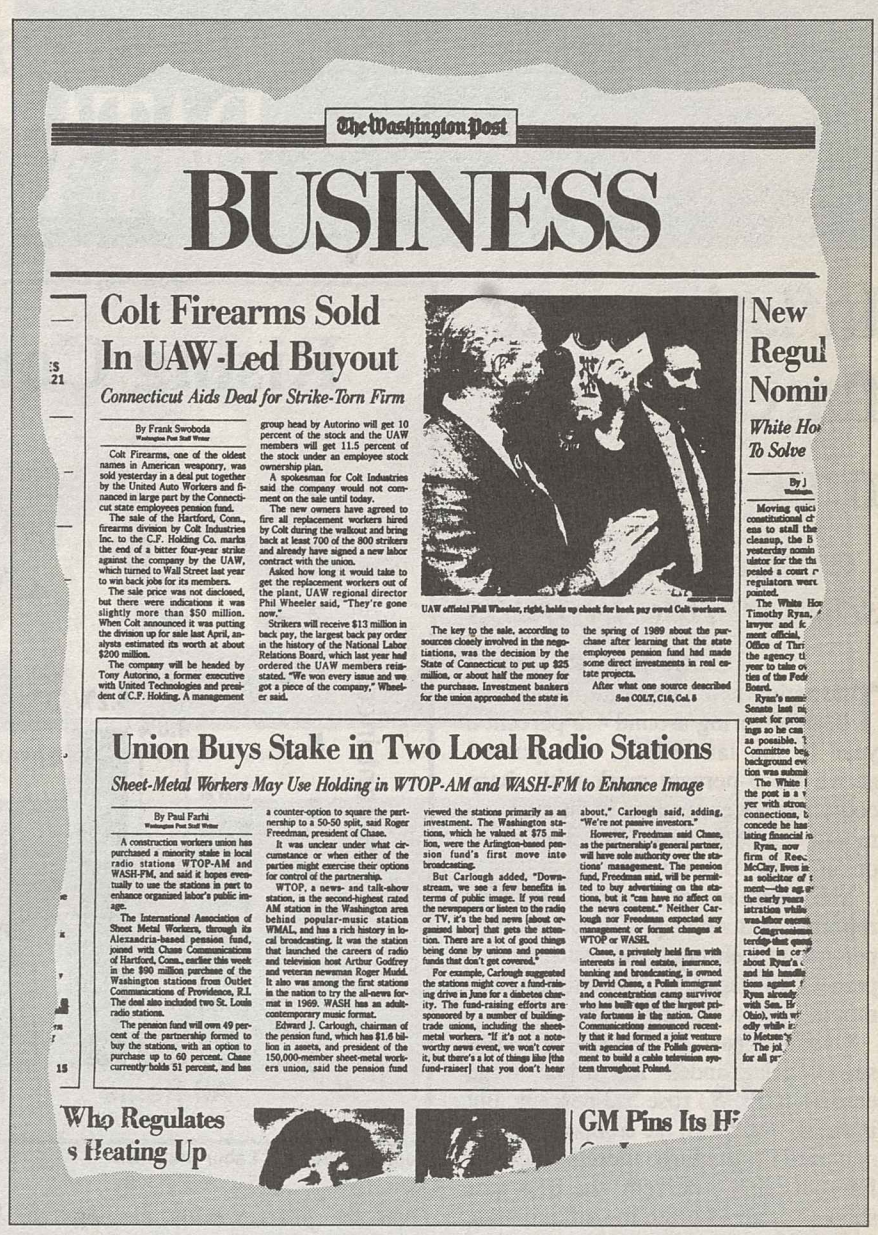
Green Bay: Greater Green Bay Labor Council; local blood drive with Red Cross, mayor's proclamation, stickers and banners. Contact Robert J. Simons, 414/432-0053.

Milwaukee: Milwaukee Central Labor Council; rally/memorial service at Red Arrow Park with speeches by labor and political leaders; march to tunnel site for ecumenical service and laying of wreath to commemorate workers killed in tunnel blast. Contact Earl Lepp, 414/771-7070.



Earl Dotter

A disabled lumber mill worker in Franklin, Va.



The Washington Post

BUSINESS

Colt Firearms Sold In UAW-Led Buyout

Connecticut Aids Deal for Strike-Torn Firm

By Frank Swoboda
Washington Post Staff Writer

Colt Firearms, one of the oldest names in American weaponry, was sold yesterday in a deal put together by the United Auto Workers and financed in large part by the Connecticut state employees pension fund.

The sale of the Hartford, Conn., firearms division by Colt Industries Inc. to the C.F. Holding Co. marks the end of a bitter four-year strike against the company by the UAW, which turned to Wall Street last year to win back jobs for its members.

The sale price was not disclosed, but there were indications it was slightly more than $50 million. When Colt announced it was putting the division up for sale last April, analysts estimated its worth at about $200 million.

The company will be headed by Tony Autorino, a former executive with United Technologies and president of C.F. Holding. A management group head by Autorino will get 10 percent of the stock and the UAW members will get 11.5 percent of the stock under an employee stock ownership plan.

A spokesman for Colt Industries said the company would not comment on the sale until today.

The new owners have agreed to fire all replacement workers hired by Colt during the walkout and bring back at least 700 of the 800 strikers and already have signed a new labor contract with the union.

Asked how long it would take to get the replacement workers out of the plant, UAW regional director Phil Wheeler said, "They're gone now."

Strikers will receive $13 million in back pay, the largest back pay order in the history of the National Labor Relations Board, which last year had ordered the UAW members reinstated. "We won every issue and we got a piece of the company," Wheeler said.

UAW official Phil Wheeler, right, holds up check for back pay owed Colt workers.

The key to the sale, according to sources closely involved in the negotiations, was the decision by the State of Connecticut to put up $25 million, or about half the money for the purchase. Investment bankers for the union approached the state in the spring of 1989 about the purchase after learning that the state employees pension fund had made some direct investments in real estate projects.

After what one source described

See COLT, C14, Col. 5

Union Buys Stake in Two Local Radio Stations

Sheet-Metal Workers May Use Holding in WTOP-AM and WASH-FM to Enhance Image

By Paul Farhi
Washington Post Staff Writer

A construction workers union has purchased a minority stake in local radio stations WTOP-AM and WASH-FM, and said it hopes eventually to use the stations in part to enhance organized labor's public image.

The International Association of Sheet Metal Workers, through its Alexandria-based pension fund, joined with Chase Communications of Hartford, Conn., earlier this week in the $90 million purchase of the Washington stations from Outlet Communications of Providence, R.I. The deal also included two St. Louis radio stations.

The pension fund will own 49 percent of the partnership formed to buy the stations, with an option to purchase up to 60 percent. Chase currently holds 51 percent, and has a counter-option to square the partnership to a 50-50 split, said Roger Freedman, president of Chase.

It was unclear under what circumstance or when either of the parties might exercise their options for control of the partnership.

WTOP, a news- and talk-show station, is the second-highest rated AM station in the Washington area behind popular-music station WMAL, and has a rich history in local broadcasting. It was the station that launched the careers of radio and television host Arthur Godfrey and veteran newsman Roger Mudd. It also was among the first stations in the nation to try the all-news format in 1969. WASH has an adult-contemporary music format.

Edward J. Carlough, chairman of the pension fund, which has $1.6 billion in assets, and president of the 150,000-member sheet-metal workers union, said the pension fund viewed the stations primarily as an investment. The Washington stations, which he valued at $75 million, were the Arlington-based pension fund's first move into broadcasting.

But Carlough added, "Downstream, we see a few benefits in terms of public image. If you read the newspapers or listen to the radio or TV, it's the bad news [about organized labor] that gets the attention. There are a lot of good things being done by unions and pension funds that don't get covered."

For example, Carlough suggested the stations might cover a fund-raising drive in June for a diabetes charity. The fund-raising efforts are sponsored by a number of building-trade unions, including the sheet-metal workers. "If it's not a noteworthy news event, we won't cover it, but there's a lot of things like [the fund-raiser] that you don't hear about," Carlough said, adding, "We're not passive investors."

However, Freedman said Chase, as the partnership's general partner, will have sole authority over the stations' management. The pension fund, Freedman said, will be permitted to buy advertising on the stations, but it "can have no effect on the news content." Neither Carlough nor Freedman expected any management or format changes at WTOP or WASH.

Chase, a privately held firm with interests in real estate, insurance, banking and broadcasting, is owned by David Chase, a Polish immigrant and concentration camp survivor who has built one of the largest private fortunes in the nation. Chase Communications announced recently that it had formed a joint venture with agencies of the Polish government to build a cable television system throughout Poland.

New Regul Nomi

White Ho To Solve

By J

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Who Regulates s Heating Up

GM Pins Its H

News of unions got big play on the lead page of the business section in the March 23 Washington Post. The coverage focused on the UAW strike victory at Colt Firearms and the purchase of two Washington radio stations by the Sheet Metal Workers pension fund. The SMW fund will own 49 percent of stations WTOP-AM and WASH-FM with an option to buy 60 percent. In announcing the buyout, SMW President Edward J. Carlough noted that the pension fund has more than $1.6 billion in assets and has nearly 20,000 retirees on its rolls.

Colt workers get record NLRB back pay award

Continued from Page 1

lion. A key portion of the financing stems from a $25-million investment by the Connecticut state employees pension fund, which will have a 47-percent equity in the company and hold two seats on the 11-member board.

The $13-million back pay settlement that the UAW hammered out for the Colt strikers "is the largest in which the National Labor Relations Board has been involved since its inception in 1935," said NLRB General Counsel Jerry M. Hunter.

It includes $10 million in cash and $3 million in deferred payments for the strikers returning to work at the new company.

The dispute dates back to Jan. 24, 1986, when some 1,000 members of the UAW local voted to strike after working 10 months without a contract. Despite profits of $185 million and more than $2 million in salary and bonuses to its CEO in 1985, the company demanded a wage freeze, total elimination of COLA and major takeaways in benefits.

Colt immediately recruited strikebreakers and continued to produce firearms, including the U.S. Army's M-16 rifle.

In September 1986, the Hartford office of the NLRB charged Colt with more than 28 counts of unfair labor practices. Four months later, the Connecticut department of labor declared the dispute a lockout after the company rejected an offer by the workers to return under terms of the old pact.

The AFL-CIO Executive Council initiated a national boycott against Colt Firearms products in February 1987, and the NLRB filed more charges against the company a month later.

In October 1988, the Defense Department denied the company a new contract to produce the M-16s.

A major breakthrough came last September when an NLRB administrative law judge found that the strike was "caused by the company's unfair labor practices." Colt was ordered to offer immediate and full reinstatement to all strikers, initiate a back pay formula with interest, and bargain in good faith with the union.

UAW Region 9A Director Phil Wheeler hailed the settlement as an "outstanding victory, not only for Colt workers, but for the entire labor movement." He said employers throughout the nation can "take a lesson from Colt" about hiring strikebreakers.

Wheeler, who will hold a seat on the company's board of directors, noted that the agreement calls for the return of all current strikers based on seniority and operational needs.

Wall Street analysts predicted that Colt, one of the oldest weapons makers in the country, is likely to win back the DOD contract for the M-16 rifles.

UAW President Owen Bieber announced the end of the Colt boycott following the settlement.

DATA

Inflation rate flares up to nine-year high

Consumer prices soar in two months

By John R. Oravec

The nation's inflation rate, which had been hovering around 4.5 percent a year in the late 1980s, was pushed above the 5-percent mark with sharp consumer price increases in the first two months of 1990, AFL-CIO chief economist Rudy Oswald said.

The Bureau of Labor Statistics reported that retail prices jumped 0.5 percent in February after surging 1.1 percent in January, the stiffest two-month upturn in nine years.

Over the past 12 months, the consumer price index for urban wage earners (CPI-W) rose 5.2 percent. But in the shorter term, the compounded annual rate for the three months ended in February is 8.3 percent, the BLS data show. For all of 1989, the inflation rate was 4.6 percent, the highest in eight years.

The BLS also reported that real earnings of nonsupervisory workers were up slightly in February from January levels. However, real wages were down 1.4 percent from February 1989 and 5.9 percent from February 1980, federation economist Anne Draper noted.

The BLS attributed the 0.3-percent rise in real wages to a 0.5-percent rise in average hourly earnings and a 0.3-percent pick-up in weekly earnings. Over the year, weekly earnings increased 3.7 percent while prices advanced 5.2 percent, which resulted in the 1.4-percent decline in real weekly pay.

Before adjustment for seasonal change and deflation by the CPI-W, average weekly earnings in February were $339.57, up just $12 over the year, the bureau said.

In other sectors of the economy:

● The producer price index for finished good was unchanged in February after surging 1.6 percent in January and 0.6 percent in December, the Labor Department reported. The index was up 5.1 percent over February 1989.

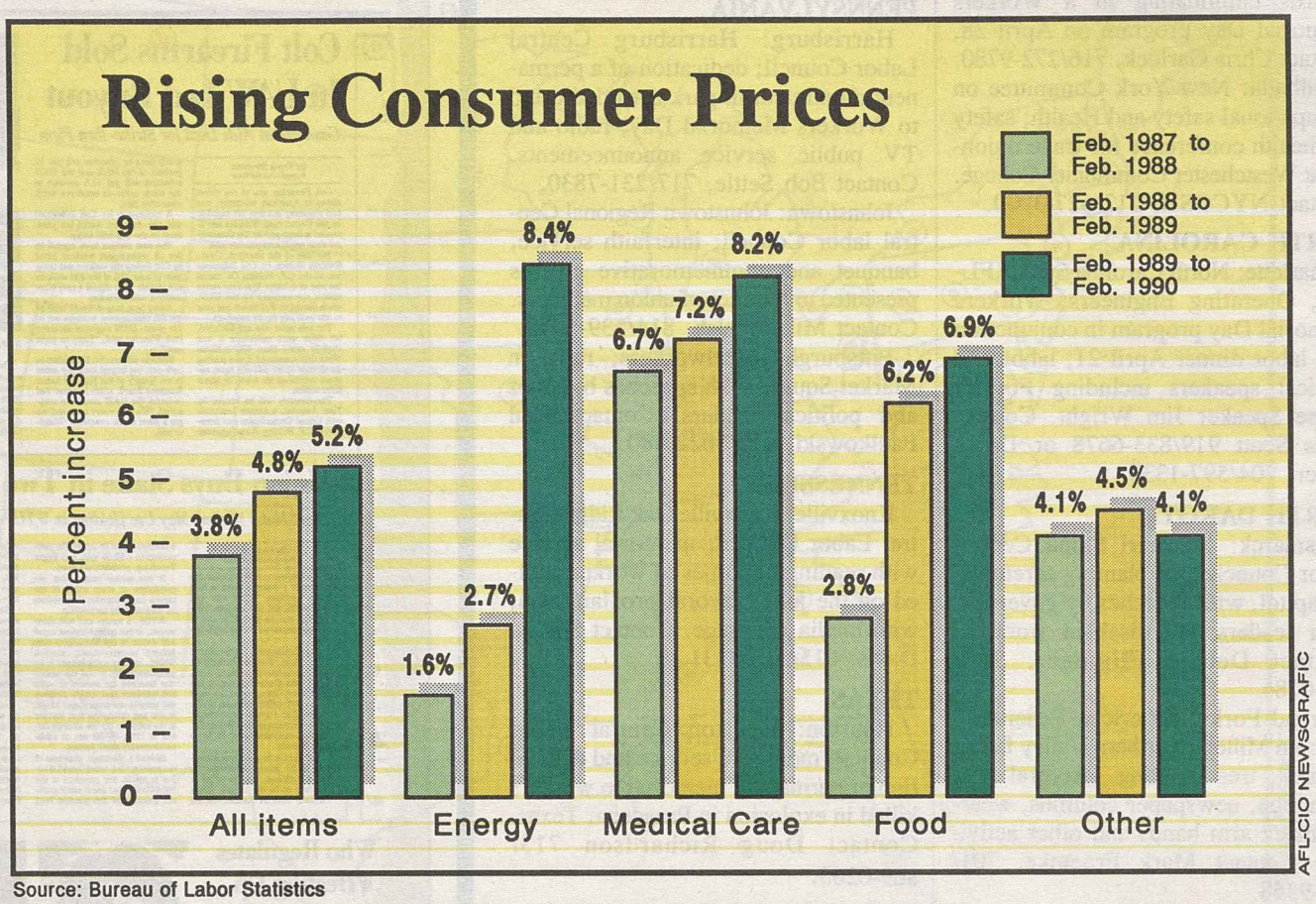
However, grocery prices rose 0.9 percent in February on top of the 2.1-percent increase in January, which was sharpest one-month rise in six years. Over the past 12 months, the food price index advanced 6.1 percent.

Energy prices, led by a 30.2-percent drop in heating oil, eased by 5 percent in February — less half of the 13.6-percent spurt in January.

● The Commerce Department reported that industrial production advanced 0.6 percent in February, following a revised 1-percent drop in January. It also said the operating rate of factories, mines and utilities rose 0.3 of a percentage point to 82.3 percent.

● Durable goods orders rose 3.3 percent in February, the Commerce Department said. But the gain was far short of making up for the record 10.7-percent plunge in January.

Most of the February gain came from an 11.2-percent spurt in transportation equipment orders, while declines came in primary metals, non-military capital goods and non-electrical machinery.



Source: Bureau of Labor Statistics

Rising imports push U.S. trade deficit deeper in red

Imports grew by 7 percent in January to widen the U.S. merchandise trade deficit to $9.3 billion in January, despite a record-high month for exports of $32 billion. The revised deficit for December totaled $7.7 billion.

The Commerce Department said that imports were up $2.8 billion from December at a near-record $41.3 billion, fueled largely by a sharp rise in the flow of foreign oil.

The January deficit was $731 million more than the $8.5 billion shortfall in the first month of 1989.

Imports of petroleum products increased $1.8 billion over the month to total $5.9 billion. The volume of imported oil was at an all-time high of 291 million barrels in January. The average cost per barrel increased $2.16 over the month to $20.13, which is the highest price since February 1986, the department said.

AFL-CIO economist Mark A. Anderson noted that even with the sharp increase, oil imports were still less than a quarter of the manufactured goods imports, which totaled $30.4 billion in January.

The United States exported $22.7 billion of manufactured goods, for a shortfall of $7.7 billion in January. Anderson said exports of manufactured goods declined from $23.2 billion in December while imports increased from $30 billion over the month.

In constant dollars, January exports of all goods totaled $29.6 billion, up $1 billion from December, while imports came to $38 billion, up $1.9 billion over the month. This is the first time the department's Census Bureau, which tracks the foreign trade transactions, has reported the data in constant dollars.

The trade deficit with Japan of $2.9 billion was still the highest with any country despite a drop of $0.6 billion.

The deficit with Taiwan increased by $0.3 billion to $1 billion. The trade gap with all developing countries nearly doubled from $2.9 billion in December to $5.9 billion in January. With Western Europe, the United States posted a $0.3 billion deficit after running a $0.6 billion surplus in December.

With the Soviet Union, the U.S. trade surplus dropped from $0.4 billion in December to $0.3 billion in January, and the deficit with China expanded from $0.5 billion to $0.85 billion.

Resources

PUBLICATIONS

Unrest and Depression 1891-94, the third volume of the Samuel Gompers Papers is available from the Samuel Gompers Project at the University of Maryland. The volume covers the steel strike in Homestead, Pa., and the Pullman railroad car strike. Volume III is available for $37.50. Volumes I and II, **The Making of a Union Leader, 1850-86** and **The Early Years of the American Federation of Labor, 1887-90** are available for $29.95 each, plus shipping. Union members receive a 25 percent discount. For more information, contact the Samuel Gompers Project at 301/454-5701.

American Workers in the 1990s: Who We Are...How Our Jobs Will Change is a collection of 28 charts and tables on the economic climate for working families. Single copies free, $1 each for ten or more. Available from the AFL-CIO Dept. of Economic Research, 815 16th St., N.W., Washington, D.C. 20006.

Bibliographies of materials on black and women workers have been prepared by the AFL-CIO library. **The Black Worker in America: a Select Bibliography** and **Women at Work and in the Labor Movement** are available from Ruby Tyson, AFL-CIO Library, 815 16th St., N.W. Washington, D.C. 20006.

The Global Factory: Analysis and Action for a New Economic Era, a publication of the American Friends Service Committee, examines the problems of job loss, economic dislocation and exploitation affecting workers and communities around the world. Available for $7.50 each, ($5 for 5 or more copies) from the Maquiladora Project/Community Relations Division, American Friends Service Committee, 1501 Cherry St., Philadelphia, Pa. 19102.

Drivers, mechanics and other workers now required to pass a special commercial motor vehicle safety test can help prepare for the exam with a training package from the Amalgamated Transit Union. The kit includes sections on driving safety, transporting passengers/cargo, air brakes and other topics. Available for $15 from ATU-CDL Study Program, 5025 Wisconsin Ave., N.W. Washington, D.C. 20016. Phone 202/537-1645.

CONFERENCES

The California AFL-CIO will hold a conference on **Health Care: Problems and Solutions** on April 25 in Sacramento. Contact the State AFL-CIO, 417 Montgomery St., Suite 300, San Francisco, Calif. 94104. Phone 415/986-3585.

Labor educators explore needs of new decade

By Arlee C. Green

Unions in 1989 won 49.5 percent of National Labor Relations Board elections, the highest percentage since 1976, and won elections covering 92,400 workers, the most since 1981, AFL-CIO Secretary-Treasurer Thomas R. Donahue told labor educators at the annual Labor Education Conference.

''Our unity and solidarity are greater than ever in my lifetime,'' Donahue said. ''There are pent-up needs in the nation that are going to be met. We own the future. We as trade unionists are going to take advantage of it by fulfilling our historic trade union role of advancing the welfare of every sister and brother in the workforce.''

In detailing labor's agenda for the 1990s, Donahue said labor's role will be to ''force the nation first to focus on a number of industrial relations questions too long ignored and forgotten and then to address them through legislation and through societal actions.''

Labor educators from unions and universities attending the five-day conference at the George Meany Center for Labor Studies explored ways to tailor education in the '90s through workshops and open sessions in which guest speakers covered the labor developments in Eastern Europe, labor education in Canada and union approaches to contain rising health care costs.

Donahue told the educators that ''we need the academic, economic and philosophic analysis that can demonstrate the economic vitality and business efficiency of organized workplaces, expose the weaknesses of current laws and systems, and propose the new and supplementary schemes for effective workplace democracy.''

The role that educators have in labor's campaign for national health care reform was explored by AFL-CIO Vice President John J. Sweeney, president of the Service Employees.

''We are looking to each of you to develop the training programs local leaders and activists will need to make our campaign a success,'' he said.

Sweeney noted that many Americans are without adequate health insurance. But what is not well known, he said, is that coverage from employment-based insurance — the backbone of our health system — is rapidly eroding.

A recent survey of 200,000 SEIU members revealed that the amount of money the workers had to pay for family coverage went up by 70 percent between 1987 and 1989. If current trends continue, he said, by 1998 workers will be spending 27 percent of their take-home pay on health insurance premiums alone.

If premium costs continue to increase at the current annual rate of 20 percent, employers will be paying more than $4,000 per employee in two years and an ''astonishing $22,000 per employee by the turn of the century,'' Sweeney said.

Nancy Riche, executive vice president of the Canadian Labor Congress, explained to the conference how the Canadian government helps pay for union education program through funding at about $2.15 per capita.

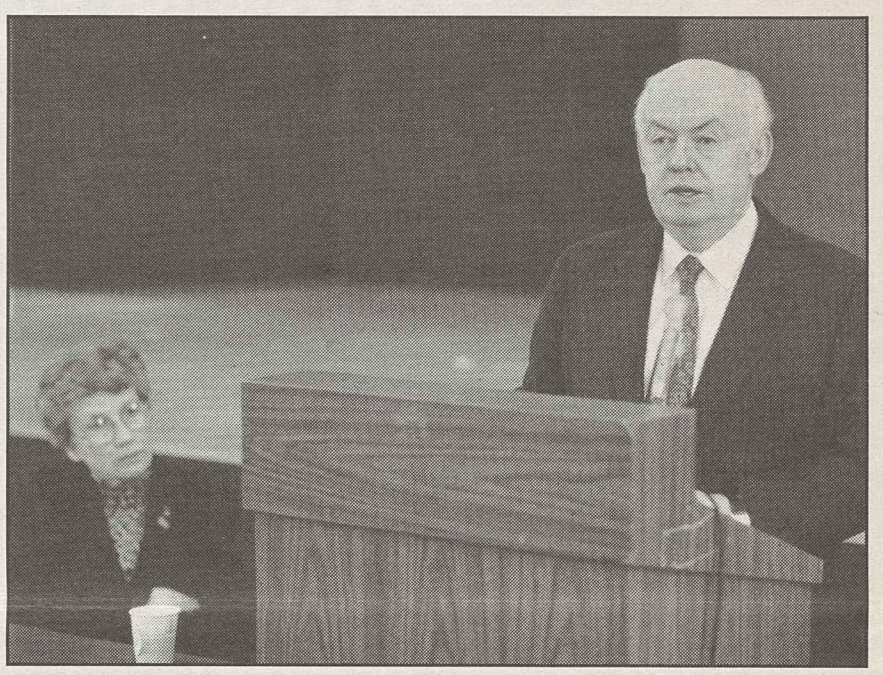
Riche told the educators that the CLC participates with the Labor College of Canada in providing an eight-week in-residence program and that there are similar four-week courses.

She said the CLC has received grants to study racism and illiteracy, and noted that members tend to sign up for steward training and basic collective bargaining, but that not enough are opting for courses on the environment or political action.

Workshops included labor education for special union members, immigrants and the hearing impaired, trends in worker participation, multi-cultural education for union leadership, and the costs and problems of privatization.

Labor educators tour Meany Archives during annual conference.

Bill Burke/Page One Photography



Bill Burke/Page One Photography

Federation Vice President John J. Sweeney discusses health care insurance crisis. Education Director Dorothy Shields, left, chaired the conference.

APWU sees need, designs program for hearing-impaired

The Postal Workers have tailored an education program to meet the special needs of its deaf and hearing-impaired members, labor educators attending the AFL-CIO Education Conference learned.

Judy Beard, a special assistant to the APWU secretary-treasurer, explained to workshop participants how the union implemented the program, with the help of a five-member Hearing Impaired and Deaf Task Force.

The deaf and hearing-impaired were working in areas in which there were no warning lights for fire alarms, Beard pointed out. They also were viewing training films that were not open captioned and usually had no translators available, relying instead on handwritten communications with supervisors and co-workers.

The task force, appointed in 1986, initiated 13 workshops — covering legal rights, AIDS prevention, safety and health issues, parliamentary procedures, assertiveness training, grievance filings, working with interpreters, retirement planning, union history, steward training, convention and delegate training, contractual rights and deaf orientation awareness for union leaders.

Beard said the union has had deaf or hearing-impaired delegates to its conventions for the past five years and had more than 500 participants at its last conference for deaf workers.

To aid those delegates, the APWU provided certified interpreters — not only on the convention floor — but also at receptions and other meetings, Beard said. Further, she said, the union required the hotel to install teletypes and train their staffs to aid these delegates.

Jim Flynn, of APWU Local 140, who is the eastern regional coordinator for Hearing Impaired Deaf Task Force, told the labor educators that the Rehabilitation Act amendments of 1986 required employers to accommodate the needs of deaf or hearing-impaired workers.

Flynn noted that he was the only deaf person attending the local union's monthly meeting in 1985. Now there are 10 who regularly attend since the union has provided an interpreter.

Newsmakers

Nominations for induction into the Labor Hall of Fame for 1990 must by made by May 1, according to William J. Usery Jr., chairman of the Friends of the Department of Labor, the sponsor. The popular exhibit, located in the lobby of the Labor Department's Frances Perkins building in Washington, has eight kiosks honoring American leaders famed for their contributions to working people.

Current members include former AFL-CIO President **George Meany,** former AFL President **Samuel Gompers** and CIO founding President **John L. Lewis.**

Selection criteria require that the nominee be an American citizen, deceased for at least five years, and distinguished in work faithful to the Labor Department's mandate to ''foster, promote and develop the welfare of the wage earners . . . to improve their working conditions and to advance their opportunities for profitable employment.''

The selections are reviewed by a panel, chaired by **Msgr. George G. Higgins,** that includes AFL-CIO President **Lane Kirkland,** consumer authority **Esther Peterson,** retired New York Times labor writer **A.H. Raskin,** and labor historian **Philip Mason.**

The 1990 Dollars Against Diabetes (DAD's Day) campaign will be held on June 16, campaign co-chairmen **Edward J. Carlough** and **Joseph Maloney** announced.

Carlough is president of the Sheet Metal Workers and Maloney is secretary-treasurer of the AFL-CIO Building and Construction Trades Department.

The goal for this year's drive, which will be held on the day before Father's Day, is to involve 20,000 building trades workers across the nation. The fund raised more than $1 million last year for the benefit of Blueprint for Cure and the Diabetes Research Institute at the University of Miami.

Tony Sarmiento is a new staff representative in the AFL-CIO Department of Education. Sarmiento had been assistant director of special programs for the AFL-CIO Human Resources Development Institute for 10 years and president of its national staff union.

Kirkland seeks Poland priority

Continued from Page 1

will be diluted to the point of virtual ineffectiveness.

"During the past few months, the courageous people of Poland, Hungary, Czechoslovakia, East Germany, and neighboring countries have done more for world peace than all of our trillions in defense spending could ever hope to accomplish over four decades," Kirkland declared.

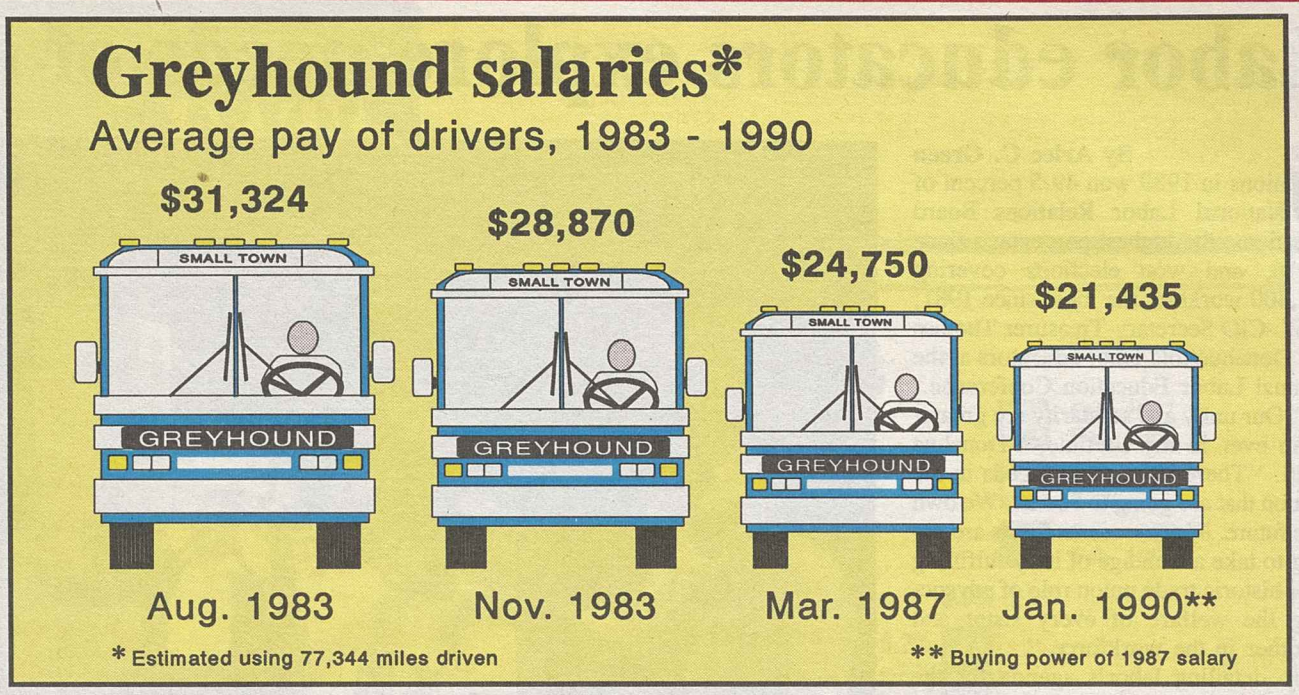
"They need and deserve a sustained program of targeted U.S. aid, and we strongly feel that now is the time to put away the green eyeshades and come forth with that kind of support," he said.

Kirkland urged the committee to consider increasing aid to the new democracies of Poland and Hungary while also extending aid to other emerging democracies, including the Soviet Union.

"This goal can best be achieved if the legislation includes explicit worker rights provisions and other democratic standards — such as free elections — that must be met in order for a particular country to qualify for economic aid," Kirkland explained.

Sen. Joseph Biden (D-Del.) questioned the worthiness of additional expenditures and challenged the inclusion of the Soviet Union. But Kirkland said the "Soviet Union is at a critical point in its history and the strengthening of democracy there would surely help safeguard and sustain the momentous changes that have already occurred in the satellite nations.

"For that reason, we should act quickly to help the democratic groups who are pushing for the realignment of the Soviet political system."



Source: Constructed from mileage rates by the AFL-CIO Department of Economic Research

Greyhound workers seek new bargaining

Continued from Page 1

Strait said that "I have received reports that these unsafe replacement drivers are actually speeding up as they approach pedestrians near Greyhound terminals."

ATU member Robert Waterhouse was crushed to death by a scab-driven bus in Redding, Calif., on the second day of the strike. "Unsafe is what I call a temporary bus driver with three moving violations who strikes and kills a union member on a picket line," Strait said.

The union is insisting on guaranteed wage increases, pointing out that its members took two major pay cuts, amounting to 22 percent, to help the company stave off bankruptcy.

Since 1983, drivers' salaries have gone from $31,324 to $24,750. Meanwhile, inflation has risen 25 percent, leaving workers 45 percent behind in their buying power.

The company wants to tie wage increases to incentives and safety records, which could mean no increase at all, through no fault of the worker.

The National Labor Relations Board is reviewing a complaint by the ATU that Greyhound was bargaining in bad faith before the strike and that it intends to break the union.

The AFL-CIO, in urging its affiliates to rally in support of the Greyhound strikers, noted that the sole purpose of the strike is to achieve negotiations and a fair contract.

"Such solidarity displays by other unions were credited with helping win new contracts last year for AFL-CIO members at Boeing, Pittston and several regional Bell Telephone operating companies," the federation said.

Greyhound management says it has hired 1,700 replacement drivers and has at least 600 more in its training course. ATU said the buses leaving the terminals indicate only 22 percent of the routes are being serviced.

Greyhound, which is carrying more than $340 million in long-term debt, is spending nearly $3.5 million a month on security, a Greyhound manager told reporters. The cost of the strike to the company was shown in a Securities and Exchange Commission report filed in mid-March.

The bus line has already borrowed $25 million, discussed renegotiating other debts and pared back its capital spending plans by 20 percent through 1991, according to the SEC report.

INSIDE

VOLUME 35, NUMBER 7
APRIL 2, 1990

AFL-CIO NEWS

1 ***Poland paving way, Kirkland tells Congress***

AFL-CIO President Lane Kirkland, named to a board overseeing economic aid for Poland, tells the Senate Foreign Relations Committee that Poland needs priority economic assistance.

2 ***Emergency board to look at rail stalemate***

The Bush adminstration is expected to appoint an emergency board to help resolve contract disputes — especially health care concerns — affecting 230,000 railroad workers.

3 ***Child care legislation approved by House***

Child care legislation passed the House and was headed for conference committee, where it will be reconciled with the Senate version, passed last year.

6 ***Health care workers seek union first aid***

Despite uncertainties in labor law provisions governing hospitals, unions are stepping up organizing efforts among health care workers, who are "agitated and angry."

8 ***Workers Memorial Day inspires national drive***

Events set for the second Workers Memorial Day on April 28 include the dedication or startup of monuments to those killed or injured on the job.

11 ***Labor educators focus on needs of the 1990s***

Education and training needs during labor's resurgence in the 1990s were discussed by union and university educators at the annual Labor Education Conference.

UNION YES

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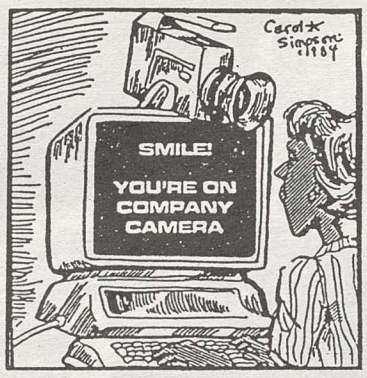
AFL-CIO NEWS

VOLUME 35, NUMBER 8 APRIL 16, 1990



Electronic monitoring and surveillance have left workers outraged and stressed out. See story, page 11.

The workplace: forgotten environment

Labor honors victims, seeks change in laws

By Arlee C. Green

American labor will mourn its dead and renew its fight for the living this April 28, Workers Memorial Day, highlighting the dangers of the workplace — the nation's forgotten environment.

Every year, more than 10,000 workers are killed on the job, 70,000 permanently disabled and more than 6.2 million injured. In addition, as many as 100,000 die from occupational diseases and up to 9 million are exposed to known cancer-causing chemicals.

Without changes in the federal job safety law — expanding rights for workers, assessing stiffer penalties and increasing enforcement — these figures will continue to keep pace with the growth in the workforce, said AFL-CIO Safety Director Peg Seminario.

The reported injury and illness rates for the 20 most hazardous industries increased about 10 percent between 1987 and 1988. Shipbuilding was rated the most hazardous with 44.9 injuries and illnesses per 100 workers in 1988, up from 40.1 in 1987. Next was meatpacking, rising from 38.4 to 39.2; sawmills, from 26.4 to 31.0; and gray iron foundries, from 23.8 to 30.3.

This year's observance again will show workers' concern about the high toll they pay in job-related injuries, illnesses and deaths, Seminario said. And it will underscore, too, the daily commitment unions have made to reducing the hazards on the job.

The AFL-CIO is coordinating activities at eight sites: Portland, Maine; Atlanta; Cleveland; Milwaukee; Denver; Spokane, Wash.; Mobile, Ala.; and Houston. Events scheduled at dozens of other locations, sponsored by local unions and state and local central bodies, include rallies, memorial services, marches, candlelight tributes, and dedications of permanent monuments.

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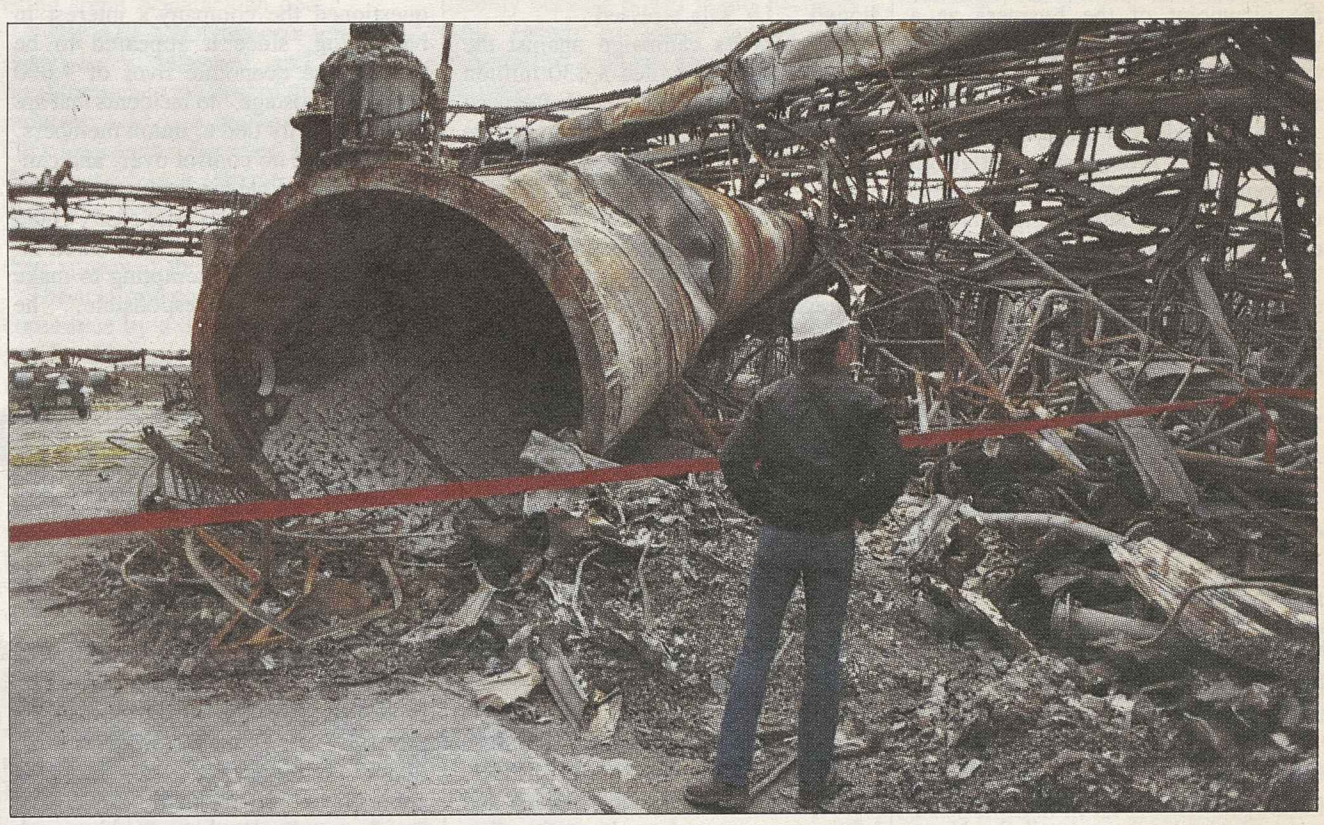

C.T. Roberts surveys the wreckage left by the explosion at Phillips Petroleum Co. plastics plant in Pasadena, Texas, where 23 of his co-workers died last October. "This accident could have been prevented," he said.

'I never dreamed this could happen'

Charles T. "C.T." Roberts is still reeling from the explosion Oct. 23, 1989, at the Phillips Petroleum Co. plastics plant in Pasadena, Texas, which killed 23 workers including 15 members of the Oil, Chemical and Atomic Workers Local 4-227 and injured 124.

Roberts, a Local 4-227 member, finished a 12-hour shift at 4 a.m. the day of the explosion and woke up at 10:30 a.m. expecting a call to return to work at noon. The call didn't come. If it had, he probably would have been one of those killed or severely injured, since the explosion occurred in the polyethylene unit where he is a pump and turbine mechanic.

Instead, Roberts saw the horror of the aftermath on television. "I was just overwhelmed. I went down on my knees on the floor in front of the TV and I was just overcome by the sight I saw, how bad it was. I never dreamed something like this could happen."

Roberts helped notify families of members who were missing and later attended many of the funerals. In the six months since, he has participated on the union's behalf in the subsequent investigations, sitting in on nearly 80 interviews conducted by the Occupational Safety and Health Administration and Phillips lawyers.

"The hardest thing for me to deal with now," Roberts said, "is the fact that there are 35 children, ages 17 to

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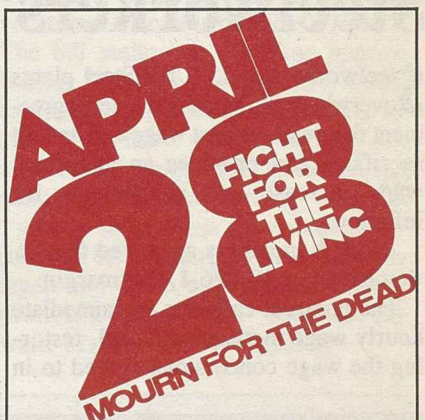

Workers tell of the struggles of individuals and unions to overcome hazards in their workplaces. See stories on pages 7-10.

Unions are poised to take the helm of United Airlines

By Gene Zack

In a financial transaction of sweeping economic and social significance, three AFL-CIO unions — the Air Line Pilots, Machinists and Flight Attendants — are poised to assume ownership of United Airlines.

The $4.38-billion takeover will make United the largest employee-owned company in the nation.

It also marks one of the rare occasions when workers will assume control of a profitable business operation. In the past, most worker-financed acquisitions were driven by workers' efforts to stem the pending collapse of a troubled employer.

In a joint statement, Diana Robertson of the AFA, Frederick Dubinsky of ALPA and John Peterpaul of the IAM declared:

"This agreement represents a historic opportunity for the employees of United to stabilize the business and secure the long-term viability of the company.

"Our vision of an employee-owned airline reflects our belief that labor can make a very significant contribution to business and to the American marketplace.

"Through employee ownership, we are confident that United's employees will be able to preserve and enhance United's pre-eminent position in the airline industry."

The unions' bid — crafted by a coalition called the United Employee Acquisition Corp. — won approval from UAL Corp.'s board of directors. It still must await the ratification votes later this month of the 23,000 IAM members, 14,000 flight attendants and 7,000 pilots who "fly the friendly skies of United."

The agreement calls for the unions to acquire outstanding shares of UAL, with ownership vested in an employee stock ownership plan for all workers, including senior management.

ALPA members will own approximately 38 percent of the company.

Continued on Page 16

Bus bargaining stalled as Greyhound files suit

Robert L. Kite/Federation News

More than 1,000 Chicago union members rally around Greyhound strikers. Addressing the crowd is Chicago AFL-CIO President Robert M. Healey.

By Candice Johnson

Greyhound Lines Inc. has stalled negotiations with the Amalgamated Transit Union, which represents 6,300 striking drivers and 3,000 clerks, and is pressing ahead with a campaign to discredit the union.

But the company's own financial reports and filings with the Securities and Exchange Commission, and an analysis by the Midwest Center for Labor Research, show that an end to the strike would be in the best interests of all parties — workers, creditors and management.

The Midwest Center report, commissioned by the AFL-CIO Industrial Union Department, stressed that "from the viewpoint of the business as a whole, the company is profitable. But the banks and institutional investors" are reaping the profits.

Under Greyhound's agreements with its creditors, "if the company falls $5 million behind in payments, the banks may declare all outstanding amounts due immediately," the report said.

In a filing with the Securities and Exchange Commission, Greyhound appeared to be in agreement with that scenario. "There is some risk that a prolonged strike. . . could result in the company not being able to meet certain covenants contained in the 1989 credit agreement," its report said.

But Greyhound is refusing to negotiate with ATU, blaming the union for scattered shooting incidents against Greyhound buses, and setting as a condition for talks a one-week period during which no incidents occur.

ATU has consistently condemned any illegal action against Greyhound buses and all violence. ATU President James La Sala called such attacks "reprehensible" and insisted that those responsible be prosecuted.

"These criminal acts have caused as much damage to the union as to Greyhound," La Sala stressed.

To press its campaign against the union, Greyhound filed a $30 million lawsuit under the Racketeer Influenced and Corrupt Organizations statute against ATU, the council of Greyhound unions and several ATU locals.

La Sala said there is no foundation to the premise of the civil RICO suit, "that this union's leadership is somehow encouraging and inciting these random and criminal acts. Greyhound employees on the picket lines are hard-working men and women with families, not hoodlums or terrorists."

In a letter to Greyhound's chief negotiator, Council of Greyhound Unions President Edward M. Strait questioned the company's interest in bargaining, since it appeared to be holding the economic lives of 9,000 workers "hostage" to incidents that are not necessarily tied to union members.

"We have no control over, and cannot be responsible for, incidents involving unknown persons who easily could be mentally disturbed or anti-union individuals who are attempting to make the union appear responsible," he wrote.

Some of the four security firms Greyhound has hired during the walkout have a history of using "goon squad" tactics during labor disputes. Vance Security's "asset protection team" — one of the four working for Greyhound — was used by Pittston Coal to intimidate and threaten miners during the UMWA's 11-month strike.

During the first week of the strike, picketing ATU member Robert Waterhouse was killed in Redding, Calif., when he was struck by a scab driver. The county prosecutor declined to press charges.

Meanwhile, union members are continuing their support for the Greyhound strikers with rallies and demonstrations across the country.

Daily News terminates contracts, but talks continue

New York

The Daily News terminated the expired contracts with its 10 unions — a move the unions were expecting. The unions, members of the Allied Printing Trades Council, are all continuing to bargain with the newspaper, the nation's largest circulation local daily.

Bargaining sessions are scheduled through April 18. The 10 contracts expired on March 30, but were continued on a day-to-day basis until the News chose to end them.

George E. McDonald, president of the printing council and of the Mailers union, said the termination meant the News would probably eliminate such provisions as the automatic collection of union dues. It opens the door for management to eventually impose its own contract terms.

McDonald said the News' aim is to force the unions to strike. The News, owned by the Chicago-based Tribune Co., has spent considerable resources in training managers to run presses, recruiting possible strikebreakers, and setting up a complete alternative production facility in New Jersey in the event of a strike.

The unions, however, will not play into management's hands, McDonald said. "We're going to wince, squirm and blink a little. But we have jobs and we're going to protect those jobs," he said.

The News refused to extend for another two weeks its last offer to the Newspaper Guild. The proposal was a three-year package with a 30 percent pay raise. It would have added three hours to the workweek and eliminated some benefits, including severance pay — a guarantee that would be worth about $23 million if the paper closed, said Guild President Barry Lipton.

The New York Times quoted an unidentified senior News executive as saying he expects bargaining to continue until about June when the company probably will declare an impasse and impose its own contract. Union members then would have to decide to either continue working or to strike.

The unions involved are the Graphic Communications Local 1P, Printing Pressmen Local 2, Paper Handlers Local 1, Stereotypers Local 1, Mailers Local 6, Newspaper Guild Local 3, Machinists Local 434, Electrical Workers Local 3, Typographical Union Local 6 of the Communications Workers and the unaffiliated Newspaper and Mail Delivery Union.

Steelworkers ratify LTV contract, recoup 'givebacks'

Steelworkers at 13 LTV Steel plants overwhelmingly ratified a new agreement that restores past wage and benefit sacrifices and provides an additional wage increase and adjustments for inflation.

USWA members approved the settlement by a 10,026-1,131 margin.

The contract calls for an immediate hourly wage increase of $1.60, restoring the wage concessions agreed to in 1987. In addition, hourly wages will increase by $1 on Jan. 1, 1991, and by another 50 cents the following year. Workers also will receive a $1,000 lump-sum payment, with $500 being an advance distribution from the profit-sharing plan.

The settlement provides for a quarterly lump-sum payment to offset increases in the cost of living that exceed 3 percent, if LTV posts a profit in that period. It also eliminates employees' co-payment toward health insurance costs and expands medical coverage for retirees.

Other provisions include the restoration of three holidays and one week of vacation — benefits sacrificed in the 1987 agreement.

Earlier, the agreement was approved by federal bankruptcy Judge Burton R. Lifland, who must review all LTV's financial transactions because the company is still operating under federal bankruptcy protections.

In February, the Supreme Court heard arguments in the dispute between LTV and the Pension Benefit Guaranty Corp. The PBGC is seeking to transfer back to the company the pension liabilities it assumed in 1986 when LTV first filed for bankruptcy protections.

AFL-CIO NEWS

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LEGISLATION

House shapes balanced clean air bill

AFL-CIO decries Senate rejection of compensation for miners

By Mike Hall

The House Energy and Commerce Committee approved clean air legislation that strikes a better balance than the Senate version between the need for a cleaner environment and the need to preserve the jobs of Mine Workers.

The committee's approval of H.R. 3030 followed two days of negotiations past midnight over the bill's acid rain provisions, which were termed a "major improvement" over the Senate's acid rain title. It also came a week after the Senate passed its version of clean air legislation.

The House compromise came in the form an amendment from Rep. Philip R. Sharp (D-Ind.) that won the support of two members who had been at odds over acid rain, Henry Waxman (D-Calif.) and John Dingell (D-Mich.). It also had the support of the AFL-CIO.

The Sharp amendment means, "a lessening of the job loss" under the acid rain provisions, said Jay Power, AFL-CIO legislative representative.

A statement issued by the AFL-CIO Executive Council last year said that "strong and effective measures are needed" to reduce environmental threats. But the council urged legislation with "a realistic timetable and a proper regard for economic growth... and without significant job loss or dislocation."

The House acid rain provision sets the same goal for power plant pollution reduction as the Senate's bill — a 50 percent decrease by the year 2000.

Changes in time limits and credits for utilities that meet emission reduction goals mean some utilities may continue to burn high-sulfur Appalachian coal, instead of switching to lower sulfur coal. It also would encourage utilities to use new engineering and scrubbing technology, allowing them to continue using some Appalachian coal.

"The AFL-CIO supports your proposal as a balanced and positive breakthrough to the goal of dramatically reducing acid rain emissions," AFL-CIO Legislative Director Robert McGlotten said in a letter to Sharp and members of the House Committee on Energy and Commerce shortly before they approved the proposal.

The acid rain compromise passed the committee by a 38-4 vote and the bill itself was approved with only one dissenting vote. The bill also sets reductions for auto emissions nonattainment (smog) and toxins. It is expected to go to the House floor in early May.

The Senate approved its clean air measure, S. 1630, by 89-11 vote, following weeks of floor debate in which several dozen roll call votes were taken on amendments and scores of other amendments were accepted or rejected by voice vote.

But the most important vote for workers came March 29 when an amendment was offered by Sen. Robert Byrd (D-W.Va.). Supported by the AFL-CIO, it would have granted supplemental benefits and extended unemployment benefits to coal miners and other workers who would lose their jobs as a direct result of the acid rain provisions in the legislation. It was defeated by a single vote, 49-50.

Coal miners in Appalachia's high sulfur coal fields will be the workers hardest hit under the Senate version, mainly because power plants probably will switch to lower sulfur coal, drastically cutting an already low demand.

The UMWA estimated that upward to 20,000 miners could lose their jobs under the Senate bill and workers in related industries could suffer a job loss two to three times that number.

"Permanent unemployment of tens of thousands of workers should not be the inevitable result of federal efforts to improve air quality," McGlotten said. "To the extent that such drastic, extensive and pervasive job loss flows from the congressional clean air mandate, there should be an accompanying cushion of relief for those workers paying the economic price for these goals."

The Executive Council has advocated "the development of legislation that will significantly improve the environment for workers, families and communities, while fully recognizing the need to enhance the vitality of, and maintain employment opportunities in, America's construction, industrial and mining base."

Joint housing trust fund legislation approved

The House has voted to allow unions and employers to set up trust funds to help union members with housing costs. The Senate passed a similar measure in November 1989 and President Bush is expected to sign the bill.

The legislation allows unions and employers to help workers with down payments, closing costs, bank fees, interest rates and some rental costs. It was introduced after a Hotel Employees and Restaurant Employees local negotiated an assistance program in Boston, contingent on the legislation.

The bill, H.R. 4073, allows for an exemption to the Taft-Hartley Act, which prohibits employers from making any payments to employees, except jointly managed trusts covering health benefits, life insurance, retirement, vacation and severance benefits, apprenticeship programs, scholarships, child care, legal services, and cooperative programs.

"This trust fund breaks new ground in service to workers. Our union and our Local 26 are proud to have been a part of this success," HERE President Edward T. Hanley said.

HERE Local 26 negotiated a housing trust fund to be established with several Boston hotels. The program would be funded by a contribution by the hotels of five cents per hour, per worker, if legislation authorizing the exemption was passed by May 31, 1990.

Ray Crowell/Page One Photo

Georgia Building Trades delegation calls on Rep. Ben Jones (D-Ga.), second from left, during the BCTD legislative conference in Washington. Delegates from left, are Tom Payne, Drew Lee, I.C. Ethridge, Larry Herring and J.C. Dempsey. The conference heard calls to rebuild the nation's infrastructure. See story on page 5.

Capitol Digest

The AFL-CIO is backing the Employee Health and Safety Whistleblower Protection Act, S. 436, which would extend protection against discharge, harassment or intimidation to most private sector and some local and state government employees.

"The current federal statutory scheme to protect employee whistleblowers has enormous gaps in coverage," said Robert M. McGlotten, AFL-CIO Director of Legislation in a letter to the Senate Labor and Human Resources Committee.

The legislation would extend protections to workers in industries such as aviation, food processing, drug and medical device manufacturing and pesticide application. The bill is expected to be marked up by the Labor Committee in late April.

In other developments:

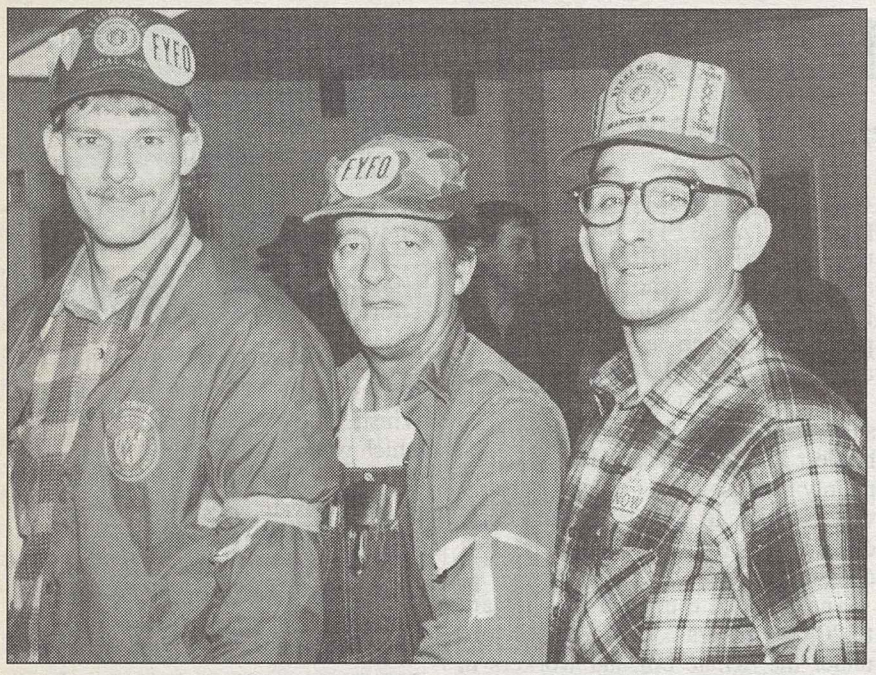
UNEMPLOYMENT — The AFL-CIO has urged the Senate to include funds in its supplemental appropriations bill to offset a $124 million shortfall for administrative costs in the unemployment insurance system. The shortfall is the result of an increasing number of unemployment claims and a mandated cut under the Gramm-Rudman-Hollings deficit-reduction act. The House included $96 million in its supplemental appropriations. If the money is not restored, unemployment offices could be shut down, employees laid off and the jobless would face long delays in obtaining services.

VOCATIONAL EDUCATION — The Senate passed an AFL-CIO-backed vocational education bill, 96-0, April 5. The bill authorizes spending approximately $7 billion through 1994. Under the legislation, students will receive instruction in labor's role in industry and in workers' rights. The House passed similar legislation earlier. The bill "greatly strengthens provisions to ensure that the handicapped, the disadvantaged and those with limited English proficiency are served," said Sen. Edward M. Kennedy (D-Mass.)

Send crumbs

The AFL-CIO is urging affiliates to participate in the Citizens for Tax Justice "crumb campaign," symbolic of the scraps left over for working people under the Bush capital gains tax plan. Just enclose some crumbs from your table in an envelope along with a letter protesting a proposal that gives the whole pie to the wealthy and just crumbs for us. Send the message to: The Honorable (senator or representative's name), United States Senate (or House of Representatives), Washington, D.C. 20510 (Senate) or 20515 (House).

UNION NEWS



Steelworkers display the yellow armbands and stickers they wore in a campaign against Noranda's New Madrid, Mo., plant.

USWA coordinated campaign wins pact at Noranda plant

New Madrid, Mo.

A coordinated campaign by 8,000 Steelworkers at 23 plants in the U.S. and Canada helped assure victory at the bargaining table for 950 members of USWA Local 7686 at Noranda Inc.'s aluminum smelting plant here.

The six-week display of solidarity saw Steelworkers on both sides of the border wearing yellow armbands to symbolize their support of the New Madrid workers held captive without a contract. Signs, stickers and handbills bearing the slogan ''Stop Noranda Misery in Missouri'' appeared at all of the company's plants.

Every Noranda local union sent telegrams to plant managers protesting the company's efforts to impose a four-year wage freeze at New Madrid. That effort came while the plant was running in the black.

The company's actions and demands ''have provoked the anger of all Steelworkers, not just the members of Local 7686,'' the telegrams said.

USWA members at the plant here went on strike Sept. 1, 1989, when negotiations collapsed. They voluntarily returned to work without a contract three months later, after the company hired 600 scab workers and threatened to replace the USWA members permanently.

The new four-year contract provides a 2-percent wage increase retroactive to Jan. 1, with an additional increase of 2 percent effective July 1 and another 1 percent effective Sept. 1, 1992.

The pact also adds 8 cents to the cost-of-living allowance, retroactive to Dec. 4, 1989, rolls 39 cents of past COLA increases into base wages, and adds $4 to the monthly pension multiplier — $2 immediately and $2 on Sept. 1, 1991.

The coordinated campaign, which was run jointly by District 5 Director Clement Godbout and Canadian National Director E. Gerard Docquier, won high praise from Steelworkers President Lynn R. Williams.

''The success of our campaign is a tribute to the solidarity that sustains our union,'' Williams said.

Unions, rights groups sue Bush on trade preference

By John R. Oravec

A union and human rights alliance is suing the Bush administration for breaching U.S. trade law by granting duty-free imports from countries that violate worker rights.

The federal court suit charges that President Bush and U.S. Trade Representative Carla Hills have failed to enforce the worker rights provisions under the Generalized System of Preferences in the Trade Act of 1974.

The suit was filed with the U.S. District Court in Washington by the International Labor Rights Education and Research Fund, the AFL-CIO, nine unions and several human rights organizations.

Preferred trade status under the GSP provisions currently is extended to some 140 developing nations that pay no duty on certain exports to the United States.

Amendments adopted in 1984 state that the president ''shall not designate'' countries for GSP status that don't meet a five-factor test on worker rights, including the right to organize and to collective bargaining.

The suit charges that neither the Reagan nor the Bush administration has reviewed blatant anti-worker practices of the GSP countries.

The Labor Rights Fund, headed by former Labor Secretary Ray Marshall, noted that virtually every organization that has petitioned the government for review of GSP status because of worker rights violations is party to the suit.

The petition process ''has proven largely futile'' because of the government's failure to enforce the statute, the suit observes. It charges the administration with condoning and subsidizing labor rights abuses through inaction.

That inaction has resulted in the loss of jobs for U.S. workers whose employers have shifted work to developing countries ''to take advantage of cheap, exploited labor,'' which has gone unchecked under the GSP provisions, the suit stresses.

Since the 1984 amendments, only two countries — Nicaragua and Romania — have been removed from favored trade status because of worker rights abuses. Four others — Paraguay, Chile, Burma and the Central African Republic — were temporarily suspended.

Rather than reviewing the GSP status of nations that violate worker rights, the Reagan and Bush administrations have forced labor and human rights groups to compile proof and petition annually to have the countries excluded.

The Labor Rights Fund said it will clearly show that a number of countries have been documented by the State Department for worker rights abuses. But petitions by the human rights groups to have these countries reviewed for rights violations have been routinely denied.

Since 1985, the AFL-CIO has petitioned for sanctions against a score of developing countries on rights violations. Last June, the federation presented evidence of worker abuses against eight nations: Benin, Guatemala, Haiti, Indonesia, Liberia, Nepal, Syria and Thailand. Action by the USTR office is still pending.

The suit asks the court to order the Bush administration to immediately review compliance of all GSP countries and to implement a system of future periodic reviews of compliance with worker rights standards.

Also charged in the suit for failing to enforce the worker rights statute are Labor Secretary Elizabeth Dole, Secretary of State James Baker III, and several other Cabinet members.

AFL-CIO affiliates joining in the suit are the Electronic Workers, UAW, AFSCME, Steelworkers, Longshoremen and Warehousemen, Ladies' Garment Workers, Clothing and Textile Workers, Communications Workers and the Machinists.

Other groups joining in the suit include the Human Rights Watch, Lawyers Committee for Human Rights, Institute for Policy Studies and the Columban Fathers Justice and Peace Office.

AFGE urges overseas military cuts first

The changing face of world politics justifies major reductions in military spending, the Government Employees said in urging that such cutbacks be phased in to minimize the impact on workers and their communities.

The AFGE national executive council, meeting in Washington where it gathered data from an array of defense and budget experts, called for the cancellation of all pending plans to close military bases in favor of a military drawdown that begins with bases overseas.

''AFGE is committed to an orderly and logical downsizing of our nation's defense and to assist civilian workers who will be impacted as a result of dramatic changes in the world's political structure and international relations,'' said union President John M. Sturdivant.

The union opposed any ''overnight'' dismantling of the military force structure built up during the Reagan years, recommending instead a formula that would cut the defense budget in steps from its $290 billion level in fiscal 1991 to $227 billion by fiscal 1995 — an average annual reduction of $12.6 billion.

AFGE recommended a three-step plan that would include:

- Reduction of overseas forces and closure of American bases abroad keyed to international political and economic realities for such cutbacks.
- Relocating troops from foreign duty to U.S. military installations.
- Closure of continental U.S. military installations that are no longer required for national security.

''Hand-in-hand with any plan to close U.S. bases,'' AFGE said, ''we need to develop a comprehensive economic conversion effort to reduce the impact of base closures on geographic regions, local communities and the many individual citizens who are affected by such an action.

''When a large military installation is closed, the economic impact reaches far beyond the military and civilian employees who are displaced.

''In the communities surrounding an installation, a base closure causes substantial readjustment by banks, medical care providers, the real estate industry, home builders, merchants of all types, city and county governments, schools, and every activity that supports the current population.''

The directly affected Defense Department civilian employees are faced with loss of jobs or possible geographic relocation, the union emphasized as it called for adequate funding for job placement, retraining and education and relocation programs as part of the overall base closure process.

The AFGE defense policy statement also challenged the Pentagon practice of needlessly contracting out government work to private, profit-making firms that undercut federal jobs.

Steelworkers get Red Cross accord

Birmingham, Ala.

A wage package totalling 16.8 percent over a three-year period highlights a first contract negotiated by 150 Steelworkers employed by the American Red Cross Blood Services.

The Red Cross workers here and in Montgomery and Huntsville voted to join the USWA in November 1988. Once negotiations got under way, it took 11 months of hard bargaining to reach agreement.

The pact provides wage increases of 6.3 percent retroactive to July 1, 1989, with additional hikes of 5.25 percent each on July 1, 1990, and July 1, 1991. In addition, 25 workers will get increases averaging 10 percent because of the reclassification of their positions.

Other benefits in the new contract include doubling of life insurance benefits and improvements in health care and long-term disability coverage.

BCTD role in rebuilding U.S. explored

AFL-CIO President Lane Kirkland declared that, in the absence of leadership from the Bush Administration, the labor movement must lead the way in rebuilding America, and pressing Congress for health care reform, and converting military facilities to peacetime uses.

Kirkland told 3,000 delegates to the AFL-CIO building trades annual legislation conference that, ''after the aimless '80s'' of the Reagan years, ''there is a great job of reconstruction before us'' at home and abroad.

''And it must be done safely, for a change,'' Kirkland added. He called for a new construction safety statute to beef up OSHA's programs, additional inspectors specifically trained in construction safety, and more teeth in the penalties for violations. He noted that this year's Workers Memorial Day April 28 will focus on workers' ''right to act'' to correct workplace hazards.

The conference's theme, ''Challenge of the '90s,'' also focused on rebuilding the country's infrastructure, encouraging strong voter turnout on the state level to ensure a voice in redistricting, and promoting the skilled manpower available through union workers ''to get the job done.''

BCTD President Robert A. Georgine highlighted the major concerns of building trades members, beginning with the nation's infrastructure.

''The physical infrastructure of this nation is in bad shape. The roadways, bridges, waterways and airports of this nation link us together as a society. The need to preserve and upgrade them should also link us together,'' he said.

''Infrastructure repair is no boondoggle,'' Georgine continued. ''It is an investment in the economic health and the future of our nation. Public works are just that — projects which serve our entire nation. And only government can undertake them.''

Regarding construction safety and health, Georgine praised Labor Secretary Elizabeth Dole for creating a construction safety and health office within the Occupational Safety and Health Administration, noting that ''it was a long overdue step, but we were glad it was taken.''

But even with stepped-up Labor Department action in this area, ''the issue is far from resolved — 2,500 fatalities per year in construction are a grim reminder of that fact,'' Georgine said.

Georgine called for uniform national health and safety standards, stiffer employer penalties for repeat violators, and passage of the Construction Safety and Health Education Act.

Besides health care and military conversion, Kirkland said labor's agenda includes the continued fight against corporate raiders and their abuse of workers' pension funds and enactment of legislation that would restore the right to strike without having workers lose their jobs.

''The basic right to strike is recognized by all but the most repressive and backward nations. But that right is meaningless if jobs can be destroyed with impunity by scab-herding employers exploiting the desperation of the unemployed to nullify their contracts and return to the master-servant relationship,'' Kirkland said.

Other speakers included House Speaker Tom Foley (D-Wash.), Senate Majority Leader George Mitchell (D-Maine) and Labor Secretary Dole, praised organized labor for giving working people a voice.

Bill Burke/Page One Photography

AFL-CIO President Lane Kirkland tells BCTD delegates that a new challenge of reconstruction lies ahead, "after the aimless '80s." At left is BCTD President Robert A. Georgine.

CWA parley presses key issues on Capitol Hill

More than 800 Communications Workers met in Washington to hear members of Congress and union leaders outline concerns about workplace monitoring, the need for a comprehensive health care system and other union issues.

The delegates to the legislative and political conference then took labor's major concerns to Capitol Hill during afternoon meetings with their congressional representatives and senators.

CWA President Morton Bahr told delegates that health care benefits likely will be the critical issue in negotiations between six CWA locals and United Telecom, which last year purchased U.S. Sprint, a non-union long-distance carrier.

CWA bargaining will focus on rejection of partial benefits and ''continued improvement in employment security and the standard of living for our members employed by United,'' he said.

Congressional participants included Sen. Paul Simon (D-Ill.), who examined congressional action on workplace privacy and electronic monitoring; Sen. John Breaux (D-La.), who discussed the November elections for the House and Senate, and Sen. Robert Kerrey (D-Neb.), who led a panel discussion on health care issues.

Other speakers included Sens. Ernest Hollings (D-S.C.), Tim Wirth (D-Colo.) and Tom Harkin (D-Iowa), Reps. Jolene Unsoeld (D-Wash.), Ed Towns (D-N.Y.), and Nita Lowey (D-N.Y.), Democratic National Committee Chairman Ron Brown, CWA Executive Vice President Barbara Easterling and Elizabeth Glaser of the Pediatric AIDS Foundation.

Merged MEBA hails successful new passage

San Diego

Delegates to the biennial convention of the Marine Engineers gave their warm approval to a record of successes in organizing, collective bargaining, legislation and ''financial security for our members.''

The convention — the first since the National Maritime Union merged with MEBA two years ago — praised the ''leadership and vision'' of President C.E. DeFries, in re-electing him unanimously to a new four-year term.

In his convention report, DeFries said the interests of licensed and unlicensed personnel of the merchant marine are ''inseparable.'' As a result of the 1988 merger, he added, the 114-year old union ''has shown its effectiveness in many ways.''

DeFries praised President Bush for responding with ''strong support'' for such maritime issues as the Jones Act, which reserves domestic maritime traffic for American-flag vessels, and cargo preference provisions, which mandate that a portion of government shipments be carried in American-flag ships.

''We have won every cargo preference battle in the Congress and beaten back every challenge by our opponents,'' he said. As a result of MEBA's efforts, DeFries added, ''not one drop of Alaska North Slope oil is going abroad.''

In the wake of the Exxon Valdez disaster — the Exxon fleet is manned by nonunion personnel — ''we have single-handedly built a foundation for strengthened tanker manning,'' the MEBA president said.

Delegates recalled that a MEBA vice-president, attending a government-industry-labor discussion of tanker safety problems months before the Valdez accident, had warned Exxon that its policies on personnel and safety ''was a disaster waiting to happen.''

In a series of resolutions, delegates called for:

- Removing the maritime industry from the agenda of the GATT international trade talks, on grounds that the result would be highly dangerous to the role of the American marine industry.
- Government action to promote ''greater energy self-sufficiency,'' and urged that American domestic oil reserves be developed ''in a timely fashion, with strict observance of all policies aimed at safeguarding the environment.''
- Improvement in the nation's air traffic control system, including the hiring of an additional 3,000 controllers. The National Air Traffic Controllers Association, a MEBA affiliate, has complained of low morale in the air traffic system because of heavy workloads and the marooning of many controllers in lower-pay situations.

Secretary-Treasurer Clyde Dodson of San Francisco was re-elected without opposing votes. Thomas C. Harper of District 3 — Radio Electronic Officers Union was elected executive vice president. Raymond McKay, who heads the union's District 2, withdrew his candidacy for re-election as executive vice-president but remains a vice president of MEBA.

Female delegates break 'tradition'

For 114 years, conventions of the Marine Engineers have been a "men only" function — essentially because there was only a tiny minority of female licensed officers.

The "tradition" ended this year at the MEBA convention.

Two women delegates were present, both from the Unlicensed Division of District 1 MEBA/NMU: Kathleen Hunt, director of the Division's Jersey City, N.J., office, and Mary William from Augusta, Ga. They received a round of applause from the 46 male delegates.

Immigration law fosters job bias, GAO finds

By Gene Zack

The AFL-CIO is calling for revision of the 1986 Immigration Reform and Control Act following a General Accounting Office report that the law, designed to curb illegal immigration, has fostered a ''widespread pattern'' of hiring discrimination against Hispanic and Asian workers.

''Discrimination in any form is unacceptable,'' the federation said, pointing out that the labor movement ''has long fought to guarantee equal employment opportunity as a basic ingredient of economic and social justice.''

The AFL-CIO said that trade unions will work with Congress and the civil rights community ''to ensure that such unintended effects (of the law) are eliminated.''

To that end, AFL-CIO Secretary-Treasurer Thomas R. Donahue and J.F. Otero, president of the Labor Council for Latin American Advancement (LCLAA), met April 9 with Hispanic leaders to discuss methods of curbing discrimination and an appropriate response to the GAO findings.

Immigration reform was enacted four years ago to reduce the number of illegal aliens flooding across the nation's southern border in search of jobs. The GAO emphasized that the law has slowed the immigration traffic without imposing any ''unnecessary burden on employers.''

However, the congressional investigative agency said, there has been ''confusion'' over the law's verification system because it ''does not provide a simple or reliable method to verify job applicants' eligibility to work.''

Employees can establish their legal status by presenting any one of 17 different documents, such as a birth certificate, U.S. passport, Social Security card or an alien registration card. Based on such documentation, employers are supposed to complete an eligibility form for each newly hired worker.

The forms are subject to inspection by the Immigration and Naturalization Service and the Labor Department. Employers face civil and criminal penalties for knowingly hiring undocumented workers.

Employers' fears of such penalties, the GAO said, could be reduced significantly if they were given more information about the law's requirements and a simpler and more reliable verification system.

The U.S. Commission on Civil Rights, the American Civil Liberties Union and several Hispanic groups used the GAO report as a springboard to call for congressional repeal of employer sanctions, branding them the ''root cause'' of employment bias against ''foreign-looking'' or ''foreign-sounding'' American workers.

But the GAO said Congress could retain sanctions and improve the current verification system by:

- Reducing the number of work eligibility documents.
- Making the documents more counterfeit-resistant and less vulnerable to being used fraudulently.
- Applying any reduced work eligibility documents to all members of the workforce.

Congress has 30 days to review and act upon the GAO report. The Senate Judiciary Committee held a hearing on GAO's findings and recommendations March 30, and hearings are scheduled to resume April 20.

Students learn of advance of democracy

Alarmed by reports that American students are disinterested in the historic events taking place in Eastern Europe and the Soviet Union, the AFL-CIO's Frontlash helped bring American youth to Washington to meet with their East European counterparts.

The students, meeting March 23 at Georgetown University, discussed the vital role that trade unionists and students have played in the democratic movements. Along with Frontlash, the conference was sponsored by the Bayard Rustin Fund, Freedom House, the League for Industrial Democracy, Students for Solidarity and Democracy in Eastern Europe and the Young Social Democrats.

Young East Europeans sharing their experiences included Martin Weiss, a 26-year-old Czech underground writer and publisher, and Slawomir Gorecki, a 30-year-old Polish activist in Solidarity and the NSZ (Independent Student Association).

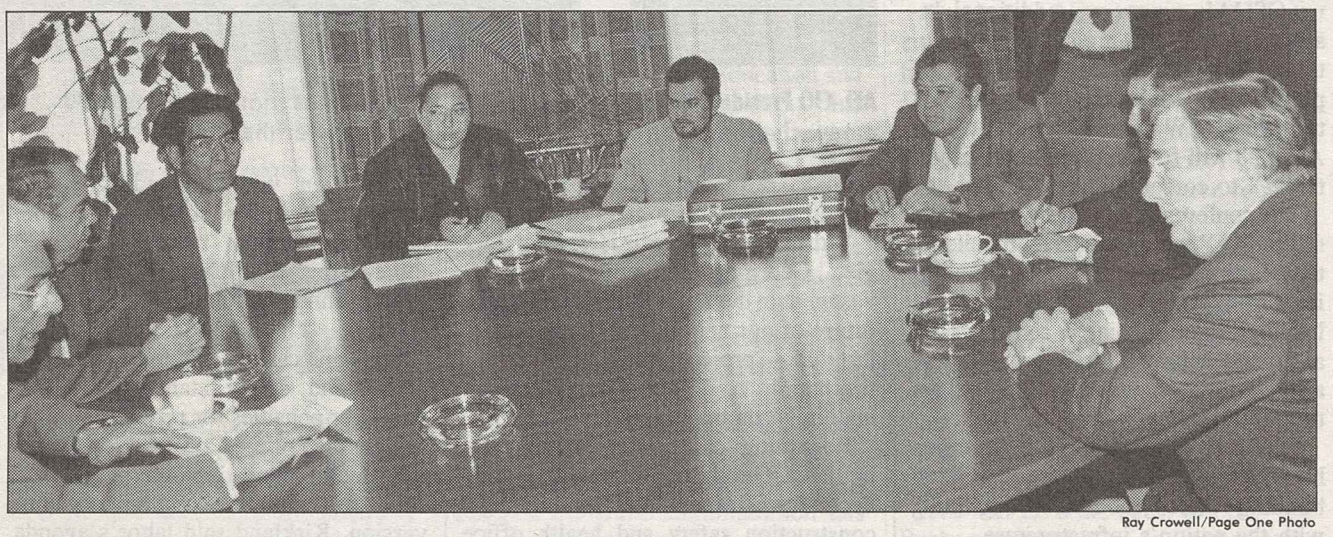
Dick Wilson, director of the AFL-CIO Department of Organization and Field Services who recently returned from Romania and Czechoslovakia, spoke about the daily struggles of Romanian workers as they try to build independent trade unions.

The conference culminated in a discussion of what American college students can do to assist students and trade unions in emerging East European democracies.

''Students have risked and lost their lives because of their demands for freedom in Eastern Europe and now they are finally realizing their opportunity to gain democratic rights through peaceful reform,'' said Kevin O'Donnel, Frontlash organizer at the University of Massachusetts at Amherst. ''I know American students support their struggles and we will do all we can to assist them.''

At Amherst, students have scheduled a drive May 14-17 to raise books for Eastern Europe, O'Donnel said. They are speaking with various university departments, local unions and student organizations on campus in an effort to build support for the project.

Frontlash organizers in Ohio, in conjunction with student groups at Ohio State and Wright State universities, are sponsoring Eric Chenoweth, East European expert with the American Federation of Teachers, to speak on campuses in early May.



Ray Crowell/Page One Photo

UNOC Salvadoran peace proposal is outlined during a meeting with Federation President Lane Kirkland and AIFLD's Jesse Friedman, left, and Jose Estrada. Comprising the Salvadoran union delegation are Amanda Claribel Villatoro, Francisco Colocho Cruz, Jose Orlando Arevalo and Salvador Carazo.

Salvadoran unionists press peace plan

AFL-CIO President Lane Kirkland welcomed a delegation of Salvadoran trade unionists that is seeking broad U.S. support in the struggle to bring lasting peace to their country.

The National Union of Workers and Campesinos (UNOC) has developed a far-reaching peace proposal that calls on the government of Alfredo Cristiani and the Farabundo Marti National Liberation Front (FMLN) opposition to drop their inflammatory rhetoric and ''commit themselves to the search for peace through a political solution.''

The bloody civil war, which has raged for 11 years, ''has cost more than 70,000 lives, most of them workers and peasants,'' the UNOC proposal states.

Kirkland said the AFL-CIO ''stands in solidarity with UNOC in support of its peace proposal for El Salvador.''

The UNOC proposal, which was issued in January, calls on the government and the armed opposition to cease all hostilities. It also urges the U.S. government to stop providing military aid to the Salvadoran government forces ''in parallel with a cessation of military aid from the Soviet bloc to the FMLN.''

The unions also want the government to reopen union offices and university facilities that have been closed, as well as to ''cease all types of persecution, harassment and illegal detention of leaders of unions, associations and opposition parties.''

Other points of the proposal call for:

- Reforms of the country's electoral process to achieve credibility with the people and opposition parties.
- Supervision and monitoring of elections by the United Nations.
- Recognition of the FMLN as a legal political party.

Once the FMLN is registered as a political party, the UNOC proposal urged that it should immediately surrender its weapons following a UN inventory. Simultaneously, the army should reduce its active military forces and weapons.

The UNOC delegation was assisted in Washington meetings at the State Department and with key members of Congress by the federation's American Institute for Free Labor Development.

As the UNOC delegation toured Washington, representatives of the Salvadoran government and the FMLN agreed to mediated peace talks in a meeting with UN Secretary General Javier Perez de Cuellar in Geneva.

'Youth to Youth' draws SMW recruits

Bal Harbour, Fla.

The Sheet Metal Workers' Youth to Youth program is ''organizing the next generation'' of workers in that industry, SMWIA President Edward J. Carlough said, describing the successes to date using apprentices as front-line organizers in nonunion shops.

''The ultimate objective of the program will be to have 2,000 apprentices involved in organizing and promoting the sheet metal industry,'' Carlough said during a press conference.

The information already gathered by these apprentices ''has surpassed all previous organizing efforts,'' he said. ''Many sins of nonunion companies are being uncovered which will result in Davis-Bacon claims, and safety and wage and hour violations for the nonunion companies.''

The union's 1986 convention approved a resolution requiring establishment of the Youth to Youth program, under which each apprentice would spend up to one year in the program organizing new members and promoting the industry.

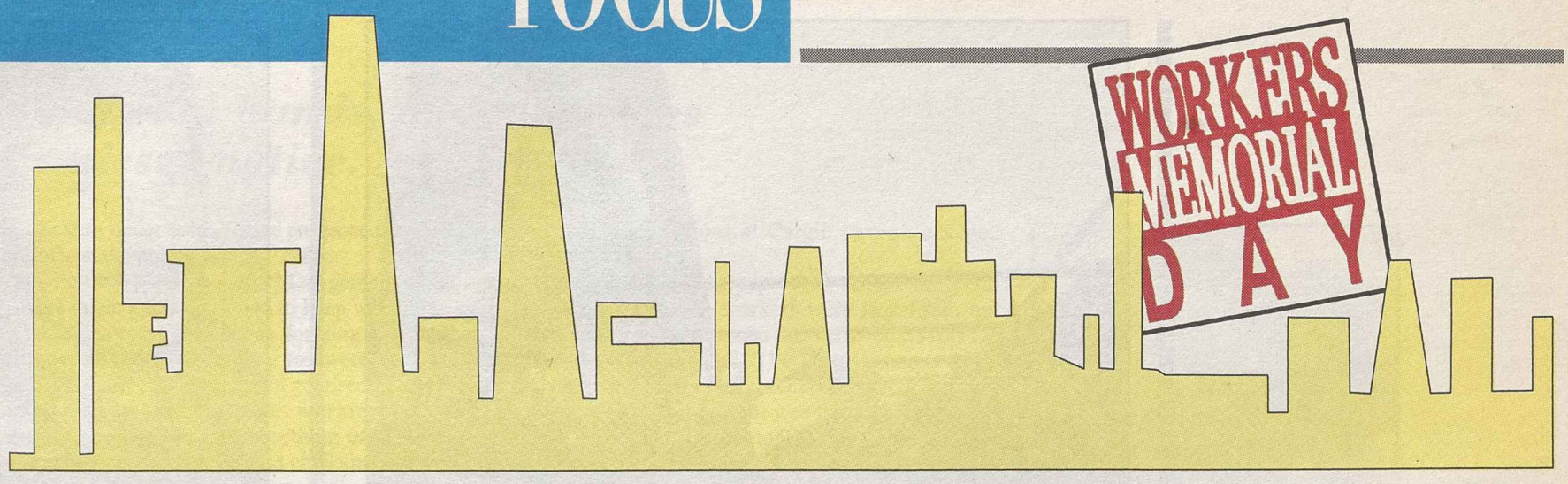
The program puts apprentices in nonunion shops to educate, communicate and recruit.

Each local union involved in the program offers apprentices orientation that covers organizing techniques, labor law and regulations, and a general view of the state of construction unions. After orientation, apprentices are called upon for various tasks to promote the industry — speaking at vocational schools, meeting with architects and other industry players.

Most importantly, the union said, the apprentices get jobs in nonunion shops to explain the value of working under union conditions. Carlough cited an apprentice in Local 20 in Indianapolis who succeeded in one week in getting nine of 12 employees in a nonunion shop to sign authorization cards.

Carlough said the program and the apprentices have injected a new enthusiasm into union organizing, showing that the peer relationship ''is vital to motivating non-union workers to make the choice that SMWIA means a better and more productive future for them and their families.''

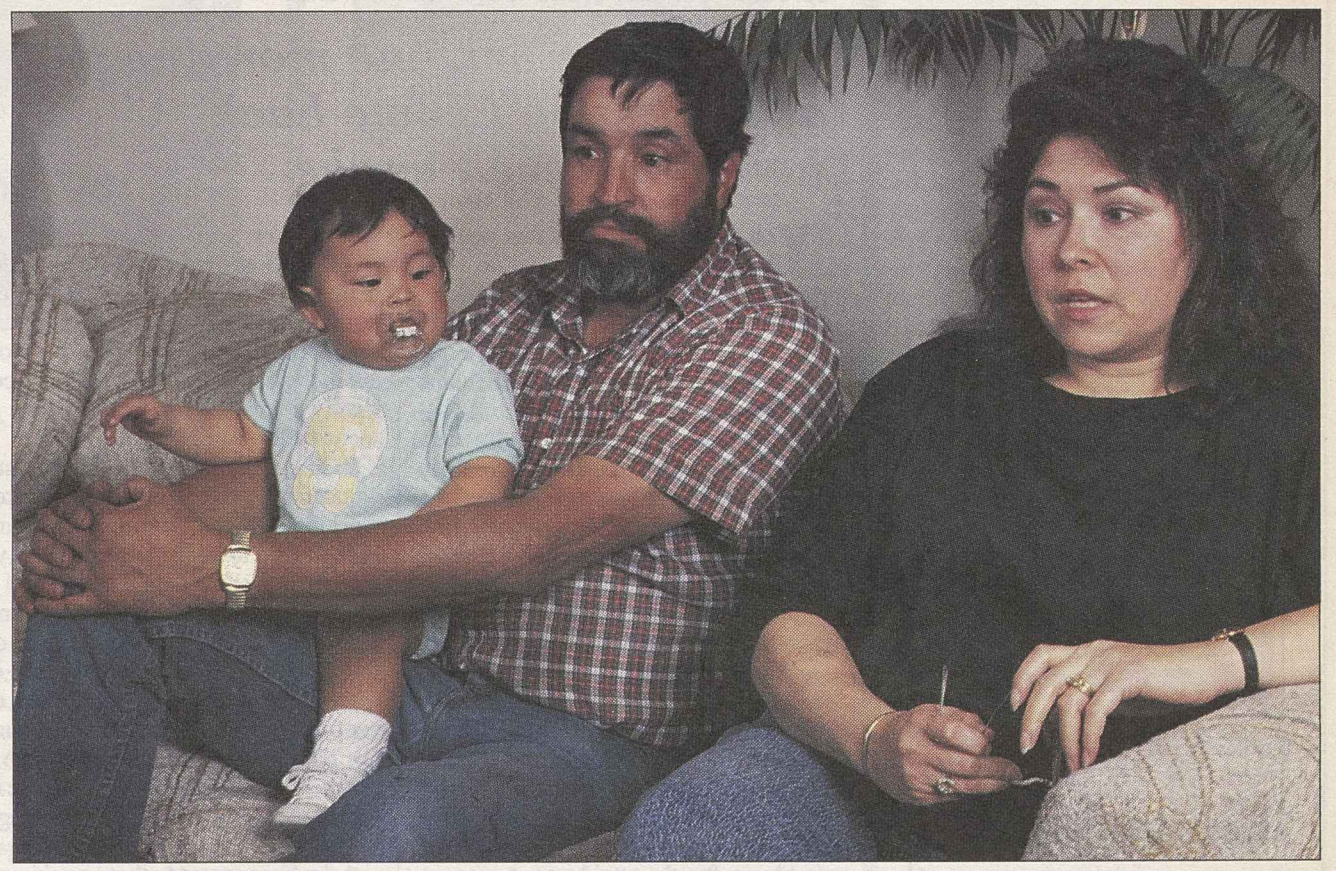
FOCUS



'They came to work here, they didn't come to die'

These words, paraphrased from the popular song, aptly describe the sentiments of the workers who tell their stories on these pages. Many went to work and came home sick or injured. Some are haunted by the memory of lost co-workers. Their tales are graphic testimony to the hazards in American workplaces and to the triumph of the spirit of American workers and their unions.

He had no right to know what he faced in that pit.



Harold and Ellen Prado Gallegos sit in their living room with nephew Matthew. They had decided to put off having a child because of the uncertainty of Harold's worsening condition. Now, however, Ellen is pregnant.

"It should have never happened. They assured me there was nothing down there that could harm me." They — his supervisors at the Colorado Department of Highways — were wrong.

Harold Gallegos, a soft-spoken man, has endured two years of untold pain and suffering since being contaminated by a chemical soup mixture that had run off Interstate 25 into a pump house. He has symptoms associated with a number of illnesses and doctors tell him he may yet get skin cancer.

Thirty feet below ground, Gallegos, a member of AFSCME Local 3515, and his supervisor, Don Lynch, worked to clean out a pump house on April 7, 1988. They toiled for five hours to remove silt and other things that had collected there from recent heavy rains.

When they emerged from the pit, both were covered with blisters, rashes and red bumps. Gallegos, given only a hardhat and boots with holes in them, was soaking wet when the job was done. There was no shower available, so he had to wait until he got home to bathe.

Officially, the pit in the pump house — tested five days after their exposures — was found to contain heavy metals including arsenic, zinc, silver, cadmium, chromium, and selenium.

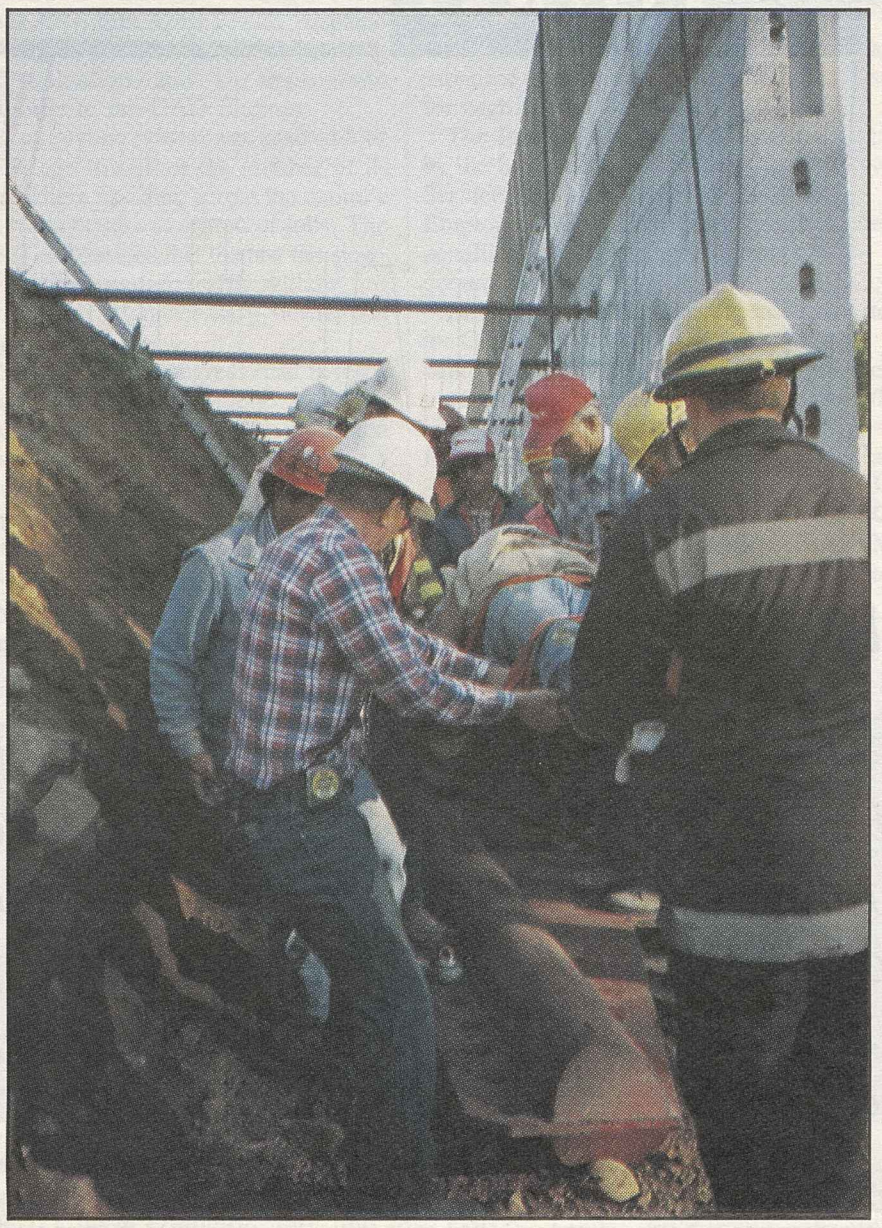
An EPA Superfund clean-up site is just a few hundred yards away — contaminated by radioactive residues resulting from the processing of radium. And buried deeper on that site are heavy metals, probably from a zinc smelter located on the site early in the century.

"I was contaminated. It has been heck ever since," Gallegos said in his soft, understated way. "I have had a sore throat going on two years now and I have diarrhea two or three times a week. I have breathing problems. I've got pains in my liver and kidney area and I am starting to get blurred vision now. From being contaminated, I've got ulcers. I get severe rashes and they bleed. I am spitting up blood. I do that probably two to three times a week. I have a loss of memory. I am nauseated, fatigued, have headaches — I can't remember it all to tell you the truth."

Gallegos, as a Colorado state employee, was not covered by the federal Occupational Safety and Health Administration and did not have the right to know the toxic hazards he faced on the job. Further, he had no basic right to refuse dangerous work. The "imminent danger" provisions of OSHA didn't cover him.

"I think that if they would have enacted laws to cover public workers this probably wouldn't have happened to me or Don," he said. "If it takes something like this to do it, I hope I can help."

Last summer, following a meeting between Gallegos and Colorado Gov. Roy Romer, Romer issued an executive order extending OSHA protections to state employees.



Donald Arlow is taken away on a stretcher after he was crushed under a spreader bar that broke loose from a crane.

You go to work one morning and you don't come back home for seven weeks.

"You take it for granted that you are going to go to work and do what you do everyday," said Donald Arlow, a member of Carpenters Local 1148 in Olympia, Wash. "You go to work one morning and you don't come back home for seven weeks."

Arlow was working on a freeway widening project on Interstate 5 in Olympia when he was crushed under a 12-foot-spreader bar and rigging that broke loose from a crane. He spent 12 days in intensive care, five more weeks in another hospital ward and several months thus far in physical therapy.

"I ended up with my pelvis fractured in six places," he said. "They had to operate on me three times to get my belly put back together."

State investigators found little record of any maintenance on the crane over an 18-month period, but officially fixed no blame for the accident.

"They cited the company I was working for for 11 violations on the crane, ranging from hand controls being inoperative, all the way down to a discharged fire extinguisher and a broken headlight," he said.

"It was because of the accident that an investigator was out there looking at the crane, but there was no blame or penalty fixed for the accident itself at all," Arlow said.

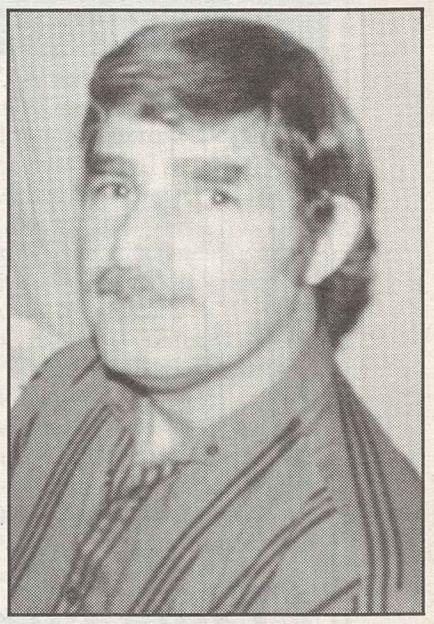
The bottom line, Arlow concluded, is that it "seems to be that we have to be out there looking out for ourselves." This is especially complicated for workers in the building trades, who are constantly made aware of their fragile job security, he said.

"Going into the fall, people start wondering, 'Gee, am I going to keep working through the winter?' If you're seen talking to an inspector — will you get two paychecks on Friday?"

The problem of job safety enforcement, he observed, is "not much different than some of the other law enforcement problems out there. You can beef up existing laws, but if the funds are not cut loose for the people to be out there in sufficient numbers to be enforcing those laws . . . it is not going to work."

Arlow suggested that equipment, such as cranes, be "inspected on a quarterly basis with documentation placed in a file with the state so that they know what is going on with it."

Heavy equipment such as cranes deserves special consideration for inspections, Arlow said. "it swings big I-beams out over traffic. When I sit back and think about it, I think about how scary it really is."



John DiCentes has worked in a paper mill since he was 16.

A safe plant is a commitment to the whole town.

"They had chemicals overhead, chemicals on the east wall and chemicals on the south wall and the ventilation . . . kind of flowed the chemicals right through the engine room where we worked."

John Dicentes, a member of Machinists Local 156, described his work environment at the Great Northern paper mill in Millinocket, Maine. He started working there at 16, following in the footsteps of his father and grandfather, and has been exposed to a variety of chemicals over the years.

"One of my first jobs was shoveling sulfur," Dicentes said. "You went home and tried to get some sleep, but the sulfuric acid was in your eyes. You tried to wash it out and when you went to school in the morning, you couldn't read for quite a while. The school system told the company not to work us in the sulfur area."

While training for a craft job in an area with ammonia and bleach fumes, Dicentes said, "I noticed I was kind of slowing down. I was tested for pulmonary dysfunction and they sent me off to see a doctor who said I had some lung damage due to the exposure."

Dicentes said he refused when the company asked him to return to the area to work, "unless they put a room in where I could go to get fresh air." The company set up an air-conditioned room for the workers, which helped, Dicentes said. "I've got some lung damage, but I'm getting better," he said.

The Occupational Safety and Health Administration inspected the company in 1980 "and told them they had a problem," Dicentes said. "They only corrected half of the problem because they didn't seal off the whole room." Dicentes said OSHA didn't follow up the investigation.

Dicentes said the paper mill, which was bought out by Georgia-Pacific, "has a commitment to the whole town, to make it a safe place. They're the new employer now and only the future will show what they're going to do."

WORKERS MEMORIAL DAY

RIGHT TO KNOW
RIGHT TO ACT
RIGHT TO REFUSE

afl-cio

Radio ads heralding Workers Memorial Day are available on cassette tape to AFL-CIO affiliates, local unions and state and local central bodies. The cassette has five versions of the 1-minute radio spot, which can be customized for local sponsors. Contact Diane Factor at 202/637-5210.

She has crippled hands, bad memories and a dismissal notice.

Years of plucking chickens under cold and unsafe conditions on the production line at a Cargill Poultry plant in Buena Vista, Ga., have taken a toll on Brenda Porter. She has a severe case of carpal tunnel syndrome, and now she has no job.

"It's hard for me to pick up things. It's hard for me to grip things. I can't do any one thing for a long period of time," she said.

Although Porter's doctor told her not to use her swollen right hand, she was ordered to resume her job picking feathers, a repetitive motion task that is a cause of carpal tunnel syndrome. When she refused to accept a job that would further injure her, she was fired.

It wasn't the first time Porter was fired for complaining about the conditions at Cargill. She and 21 other workers on the production line were fired en masse for a work stoppage Dec. 31, 1986.

"Management came in and said we had to keep working" even though ice was forming on workers' gloves and their feet were freezing, Porter recalled. "We got tired of waiting, so everybody quit working. Everybody turned everything off."

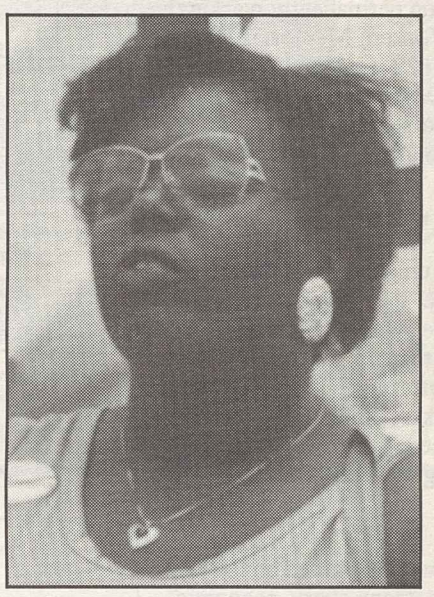
As chickens continued along the conveyor belt, managers ordered the workers back to the line, but they refused to move. Management threatened "to bring in the police to haul us out," Porter said. "That afternoon we were fired."

That event prompted an organizing drive that brought the workers union membership in Retail, Wholesale and Department Store Union Local 938, as well as inspections by the Occupational Safety and Health Administration. Still, conditions at Cargill haven't changed much.

OSHA inspectors visited the plant after the workers were first fired, but Porter stressed that occasional visits are not enough. "We need someone that's going to stay there everyday," she insisted. Cargill was fined for safety and health violations, but the company's concern "lasted about a week," Porter said.

Fired for "refusing to do the job," Porter has only crippled hands and bad memories from her work at Cargill, although she recently won a judgment requiring Cargill to pay her medical expenses.

"I hope that someday justice will come for injured workers," she said. "Once you get hurt, that's it. It's something you have to live with for the rest of your life."



Former poultry worker Brenda Porter speaks at an Eastern rally.

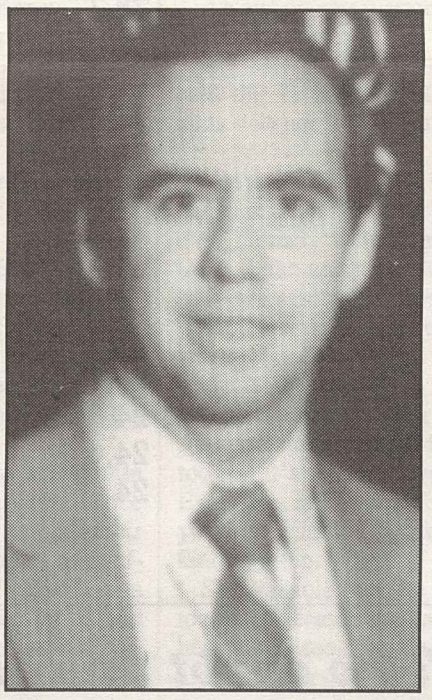
We're not just in a job, we're in a cause. Job safety is a cause, the labor movement is a cause.

Philip Stanley considers himself a "watchdog" for workers' safety and the environment. Now president of Steelworkers Local 8767 in Mobile, Ala., Stanley has been involved in workplace safety and health issues since his plant was organized in 1978.

He also serves on the nine-member state toxic substance advisory committee, which was established as part of the community "right-to-know" law.

"You can't do enough for a cause," he said. "There's a difference between a cause and a job. The labor movement is a cause. People need to wake up and realize that."

Working in the maintenance department of a company that makes herbicides and pesticides, workers handle over 350 different chemicals, ranging from carcinogens to other toxic and deadly substances, Stanley said. The local union safety committee pushes to limit exposures and to monitor chemical levels among employees.



Philip Stanley has learned how to deal with chemicals.

With the introduction of cyanide in the plant, the union has called for employees to wear special monitors to detect exposure, he said. The use of phosgene — a deadly nerve gas that can induce pneumonia, or cause death in higher exposures — requires badges that turn color when employees are exposed, he added.

Stanley pointed to a tragic accident at the plant several years ago that points up the dangers workers face daily at the plant. A worker was unloading a pressurized truck when it exploded and blew him off the truck. He was covered with acid and inhaled the fumes, which virtually cooked his lungs, Stanley said.

An investigation revealed "that the relief valve on the truck had been plugged off and that the truck did not have a regulator on the line" to control the pressure, he said.

Following the deadly chemical release in Bhopal, India, the company, working with the USWA local, set up a community emergency response team "designed to respond to any type of emergency, fire, exposure or large toxic chemical leak," Stanley said. Union members were trained as hazmat — hazardous materials — specialists and so far have responded to 20 community emergencies. None have occurred in the plant.

Training teaches you to "respect and deal with chemicals," Stanley said. "It's just like going hunting with a loaded gun."

Nina Wynter is a welder and robot operator.

If someone complains he's a malcontent. But if we're all together, we can make things happen.

"Why does it take somebody getting sick for a company to realize what's going on, or that something is wrong?" asked Nina Wynter, a welder from the Milwaukee area.

Wynter was off the job for six months, suffering with respiratory problems and nausea caused by a lack of ventilation and use of toxic chemicals at the plant where she works as a welder and robot operator.

Recalling her illness, Wynter said it felt as though "something was stabbing your chest. It made your stomach nauseous. It made you jittery. And what was so funny was that I would be fine outside of the job. But when I started working, I started getting nauseous, I started getting weak," she said.

Wynter was not the only worker affected by the fumes and lack of air. "You see other people around coughing and gagging, and you wonder what's going on," she said.

She took her concerns to the Wisconsin Committee on Occupational Safety and Health, which referred her to a good doctor and informed her of her rights. Then, Wynter and other workers pressed the company to clean up the plant, where three shifts of workers were exposed to continually thickening smoke and fumes.

Once the company added more ventilation shafts down to the welding area and new equipment to help draw out the smoke, the situation improved, Wynter said. The firm also added a better labeling system on the chemicals used, she added.

Wynter wondered why many employers don't seem to "have enough consideration to see what they're putting their employees through. They never fix what's wrong as long as workers don't complain."

If a company looks at its sick and attendance records and sees so many people coming down with colds, flu and pneumonia, "there's something there," she said.

The company's computer might say a person should pack 100,000 boxes per hour, working from a conveyor belt, Wynter said. But "I'm made of flesh. I hurt. I will break. I'm not a robot."

To win changes on the job, workers must stick together, Wynter said. "It can't be just one person, because the company will say that person is uncooperative and out the door they'll go," she said. "Divided, you know we'll fall apart because we get scared."

But together, things can get better, and "even if it's not better for me, it will be better for the next person that comes in. That's how life goes on."

Environment of workplace remembered

Continued from Page 1

In a monument of another sort, Ohio recently joined Massachusetts in honoring victims of the workplace by enacting legislation permanently marking April 28 as Workers Memorial Day.

And on April 22, trade unionists will join in Earth Day activities, which the AFL-CIO endorses, saying:

"The environment is an important issue for the labor movement. As citizens, trade unionists are concerned about hazards in the community. As workers, trade unionists have additional concerns since the hazards and exposures in the workplace are often much greater than in the general environment. Unfortunately, the hazards faced by workers and often not addressed. Indeed, the workplace is America's forgotten environment."

The killing floors

The 10,000 workers killed on the job annually come from every economic sector. The deadliest industries, according to government statistics, are mining, transportation, construction and agriculture.

Estimates of the annual number of workplace fatalities vary from the Bureau of Labor Statistics' figure of 3,300 — a figure covering only the private sector and workplaces with more than 10 employees — to the National Safety Council's estimate of more than 11,000 workers.

BLS figures are based on employers' injury and illness records, which OSHA audits have shown are subject to gross underreporting. The NSC uses state workers' compensation records and data from the National Center for Health Statistics.

More than 6.2 million workplace injuries were reported in 1988, according to the BLS. Of that amount, 2.8 million were serious injuries. Meatpacking, construction, shipbuilding and foundries rank among the most hazardous industries.

Younger, less experienced workers who may not be adequately trained are particularly at risk. According to BLS, workers aged 20-24 have the highest injury rate and more than 40 percent of those injuries occur during their first year on the job.

The National Institute for Occupational Safety and Health estimates that the true toll of workplace injuries exceeds 10 million workers each year.

Unhealthy work environments

The toll of workplace fatalities and injuries from accidents is overshadowed by the greater numbers of workers affected by exposures to toxic substances. Such exposures can cause cancer, skin and lung diseases, birth defects and nervous system disorders.

Many occupational diseases do not show up until years later, often making it difficult to identify the causes and take preventive measures. Even for well recognized occupational diseases, such as silicosis and lead poisoning, many employers and company doctors refuse to record them as "occupational," hoping to avoid the costs of paying compensation.

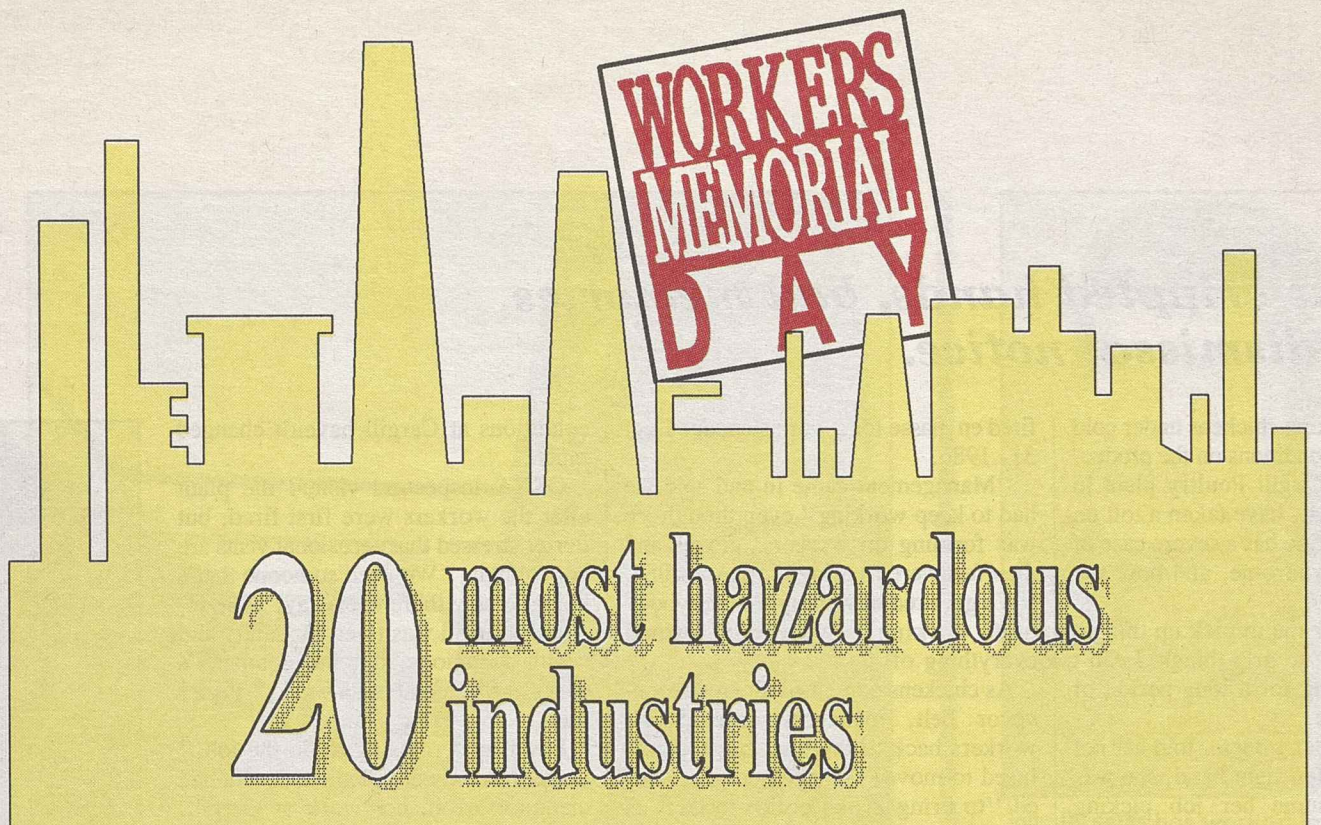
In 19 years, OSHA has adopted just 24 comprehensive health standards. This despite the fact that chemicals are but one of many agents that cause occupational disease.

Biological agents, poor job design and stress are major hazards for millions of workers. Every year, 500-600 health care workers are hospitalized with hepatitis B from exposure on the job to blood and other bodily fluids. Of that number, 250 die.

Points of action

Labor's agenda for improving the federal job safety law includes:

- Giving workers the right to act to prevent workplace accidents and unsafe exposures.
- Requiring mandatory joint safety and health committees.
- Strengthening OSHA enforcement, including stiffer penalties and criminal sanctions.
- Addressing construction safety and health issues.
- Protecting all public and private sector workers not currently covered by OSHA or MSHA.
- Boosting the responsibilities, status and funding of NIOSH.
- Expanding worker participation and rights.
- Increasing worker training and education.



20 most hazardous industries

Injuries and Illnesses per 100 workers

Industry Title	1988 Rate	1987 Rate
Shipbuilding	44.9	40.1
Meatpacking	39.2	38.4
Sawmills	31.0	26.4
Gray iron foundries	30.3	23.8
Auto stampings	30.0	20.7
Primary aluminum	29.6	28.6
Mobile homes	28.7	28.9
Vitreous plumbing	28.4	25.1
Lumber, timbers	28.3	25.6
Truck trailers	28.3	20.8
Car bodies	28.0	12.8
Prefab wood buildings	27.9	31.5
Truck and bus bodies	27.5	23.0
Petroleum, coal products	26.5	--
Sausages, prepared meats	25.5	22.2
Steel foundries	25.4	20.3
Fabricated structural metal	25.2	22.6
Raw cane sugar	24.8	22.7
Flat glass	24.6	20.8
Household cooking equipment	24.5	20.8

Source: Bureau of Labor Statistics, 1988

AFL-CIO NEWSGRAFIC

There's no doubt this accident could have been prevented. It was human error.

Continued from Page 1

six months that were left fatherless. I have three children of my own, and I know that I would expect someone to carry this on to make sure it didn't happen to other children."

At a press conference held shortly after the explosion, the OCAW cited the contracting out of maintenance work, elimination of relief crews, excessive overtime and paring of staff as setting the stage for the explosion.

"There's no doubt that this accident could have been prevented," Roberts declared. "It was human error. We're not sure yet exactly what was done, but it appears several safety features were bypassed."

Roberts explained that on the Thursday before the accident, Phillips maintenance workers were called to "work on this particular plug leg. Because a valve was leaking through, they refused to do the work. Their supervisor backed them up. But operations wanted it, felt they needed it, so they called in contractors."

The union had told the company on numerous occasions that the use of subcontractors was a safety problem because they weren't trained properly, Roberts said.

It will take a joint effort by the company, the union and OSHA to prevent this from happening again, Roberts stressed. "OSHA needs to get experts in the chemical business and set up strict guidelines for the chemical plants," he said, and to conduct more inspections. The Phillips plant had one comprehensive inspection — in August 1975.

Roberts said the unions need to work in cooperation with these companies "to be more involved in the safety inspections and safety committees and the companies need to listen to us."

Big Brother is watching, pressuring U.S. workers

By Arlee C. Green

The electronic age has bred a variety of surveillance and monitoring equipment that allows managements to measure every second of an employee's workday — and they do, cracking the technological whip overzealously, according to a new report.

The report, produced by the SEIU-affiliated 9to5, Working Women Education Fund, quotes workers who feel harassed by the new surveillance techniques. "Big Brother is counting us, listening to us and filming us all the time," one worker said.

About 10 million American workers are monitored by computers, often without their knowledge or permission, said the report, titled "Stories of Mistrust and Manipulation: The Electronic Monitoring of the American Workforce."

Employers are listening to employees' telephone conversations, counting keystrokes and errors, tracking the length of bathroom breaks, observing who talks to whom and flashing subliminal messages on computer screens telling them to work harder, the report said. Computers are even in trucks to monitor a driver's speed, time and length of breaks and gears used.

The results of such monitoring are used as the basis for promotions, demotions, demerits and firings as managers pit worker against worker to meet ever higher workloads, the report said.

"Workers are outraged and sick over this invasion of their privacy," said 9to5 Chair Karen Nussbaum, who is president of Service Employees Local 925. "And I mean literally sick. Electronic snooping causes fear and stress, which lead to illnesses. These techniques were supposed to increase efficiency in the workplace, but they're proving counterproductive."

While businesses maintain that computer monitoring and surveillance are an extension of normal supervision, they are also finding it produces increases in worker turnovers and illness and a drop in workforce morale, the report said.

The AFL-CIO Executive Council in 1987 said that "electronic surveillance invades workers' privacy, erodes their sense of dignity and frustrates their efforts to do high-quality work by a single-minded emphasis on speed and other purely quantitative measurements. Secret audio monitoring should also be banned."

The council pointed out that the collective bargaining process provides the best means of preventing punitive and oppressive uses of electronic surveillance and monitoring, and it pledged to work for passage of legislation aimed at curbing employer abuses.

Legal challenges against computer monitoring are being pursued in a number of states based on invasion-of-privacy and wiretapping statutes. Further, workers can sue employers for the public disclosure of private facts, wrongful discharge and for negligent or intentional infliction of physical and emotion injuries, the 9to5 report noted.

The report included 25 case histories from among the hundreds called into a toll-free computer spying hotline 9to5 launched in January 1989.

"Monitoring is a form of rape," said a data entry operator from California. "They've taken everything off of me and they can see everything."

Her oil company employer monitors keystrokes, minutes on the job, and number of corrections, and posts the results monthly. Demotion and dismissal are threatened when a worker falls below the expected rate.

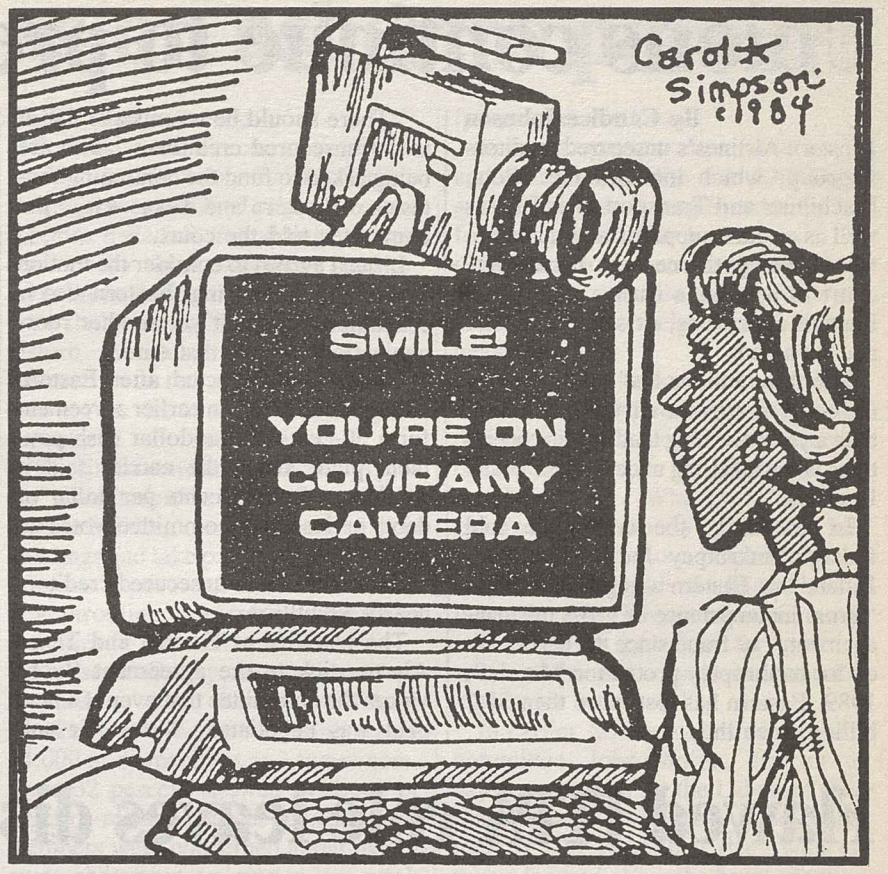
An executive recruiter for an employment agency in Illinois said monitoring results were displayed on a bulletin board. "If your 'numbers' aren't acceptable, intense pressure, then harassment and then humiliation are levied." He was fired without warning for calling his wife, another employee of the company, to discuss plans for dinner.

An airline reservation agent said the monitoring system put too much emphasis on sales, rather than service. She said the 11 seconds allotted between calls was not long enough to complete the paperwork.

"My mind snapped," she said. "I called in sick for a week and wept every day. I finally went to see a counselor through the union employee assistance program who worked with me for eight months to help me recover from a work-related, job stress nervous breakdown."

A data entry operator in New Jersey said monitoring grew into a punitive tool. "It's an ax over our heads. Everyone knows how many seconds you spent in the bathroom. It's like kindergarten."

She was told that she walked around too much because she had been up from her chair three times in one day. Then after 29 years with the company, she was terminated. "I cried every day for six months. It was a horror."



Legislation is introduced to curb workplace invasions of privacy

The Communications Workers urged the swift passage of legislation to curb workplace violations of privacy by employers and to protect the rights of workers and consumers.

The Privacy for Consumers and Workers Act, introduced by Sen. Paul Simon (D-Ill.), would require employers to provide prior written notice of monitoring and to notify consumers and workers during notification.

"Passage of this legislation is essential to restore the right to privacy for workers and consumers, and to reduce stress in the workplace," CWA Vice President Barbara Easterling said. "Electronic monitoring of telephones and computers is not used as a tool to help workers improve their performance, but as a disciplinary whip to intimidate and punish.

"These privacy invasions are absolutely abhorrent in a free society — and it gets worse every day," she said.

The legislation does not prohibit monitoring or dictate how employers manage, but does guarantee consumers and workers the due process, privacy, human dignity and the right to know, Easterling said. The bill's provisions would apply to all companies and governments with significant electronic communications.

Similar legislation, H.R. 2168, was introduced in the House by Rep. William Clay (D-Mo.).

The CWA said some 6 million workers today are subject to bugging and two-thirds of all video display terminal (VDT) users are subject to some form of monitoring. Some 400 million telephone calls annually may be bugged, the union said.

Telephone operators, insurance and bank personnel, government workers, direct mail marketers and airline and hotel reservation clerks are just a few of the workers who are subject to secret monitoring and would be protected by this legislation, Easterling said.

Simon called secret monitoring the "merciless electronic whip that drives the fast pace of today's workplace in the service industry. Unrestrained surveillance of workers has turned the modern office into an electronic sweatshop."

He warned of the toll this surveillance is taking on the safety and health of workers. "Employees who labor under the scrutiny of concealed monitoring suffer high levels of stress-related medical problems such as ulcers, heart disease, fatigue, diabetes and depression," he said.

Bywater: All pension benefits guaranteed under ERISA

Electronic Workers President William Bywater told a Senate panel that the government should keep its promise to workers and retirees "that there is no way they're going to lose their pension benefits."

Speaking for the AFL-CIO and the IUE, Bywater told the Senate Finance Committee that Congress, in enacting the 1974 Employee Retirement Income Security Act (ERISA), pledged the government to guarantee all private pension plan benefits, including benefits payable by insurance company annuities.

However, James B. Lockhart III, executive director of the Pension Benefit Guaranty Corporation (PBGC), told the panel that the 1974 ERISA law that established his agency does not require the PBGC to guarantee insurance company pension annuities.

Lockhart said requiring federal insurance coverage of pension annuities could make the government liable for an estimated $50 billion in benefits and add to the PBGC's mounting deficit, which he said was $1 billion in 1989.

The PBGC collects premiums from employers and currently pays benefits only when a company goes out of business without enough money in the pension fund to pay promised benefits. But a common practice in recent years is for employers to terminate a pension plan, strip its so-called "surplus" funds for corporate uses, and by an insurance company annuity to pay fixed benefits to future retirees. More than $20 billion has been stripped from pension funds in this manner over the past decade.

Lockhart said the PBGC is "very concerned that retirees receive sound annuities and we are taking steps to ensure that happens" through regulatory oversight and intervention. Instead of a federal guarantee, he said "the states and the industry should be encouraged to make the guarantee arrangements."

But Bywater stressed that "*All* workers should be protected. Our concerns for the security of paid-for retirement benefits are deepened by the federal government's disinclination to guarantee those benefits."

"For decades, the IUE and its local unions have established, through hard-fought negotiations, pension programs which permit our members to retire with financial security and dignity," Bywater continued.

"Now, we find that those who have reaped billions of dollars during the decade of greed may have undermined this collective bargaining process, and threatened the security of thousands of our members and their families," he said.

Bywater urged Congress to press its "inquiry into the consequences when companies purchase annuities as a device to milk pension plans for the benefit of financial manipulators. These abuses cry out for congressional scrutiny and legislative action."

Asserting that "workers should be directly involved in their pension plans and how their money is invested," Bywater urged enactment of H.R. 2664, introduced by Rep. Peter J. Visclosky (D-Ind.), which would require equal worker-employer representation on single-employer pension plans.

Under federal law, workers and their unions have long had representation on the boards of trustees of multi-employer pension plans.

Unions continue to press for Eastern trustee

By Candice Johnson

Eastern Airlines's unsecured creditors group, which includes the Pilots, Machinists and Transport Workers, as well as aircraft suppliers and manufacturers, has petitioned the bankruptcy court to appoint a trustee to oversee Eastern operations, or sell the carrier and its assets.

The three unions had been pressing the court to appoint a trustee for more than a year, warning that Eastern operations were suffering under owner Frank Lorenzo.

In its filing, the committee told federal bankrutpcy Judge Burton R. Lifland that Eastern was guilty of either "gross incompetence or gross mismanagement," or fraud since the carrier filed for bankruptcy protection March 9, 1989. Eastern has lost more than $1.2 billion since then.

"There should be no mistake that it is the unsecured creditors . . . who are being asked to fund the continuing fantasies of Eastern and Texas Air," the committee told the court.

Lifland agreed to consider the motion at an April 13 hearing. Eastern also is scheduled to submit yet another reorganization plan on that date.

The committee acted after Eastern backed away from an earlier agreement for a 50-cents-on-the-dollar cash payment plan. When the carrier said it would pay just 25 cents per dollar of debt, or less, the committee voted to seek trusteeship.

Eastern owes its unsecured creditors nearly $1 billion.

The inability of Eastern and Texas Air to stick to the agreement "convinces the committee that even if a new plan was negotiated, Texas Air and Eastern would again find a basis to renege," the committee declared.

In a separate action, Eastern's preferred shareholders proposed that the bankruptcy court make Eastern an independent company by transfering control to the unsecured creditors, preferred shareholders and a new management team.

Eastern owes preferred shareholders more than $1 billion, but offered just 10 cents per dollar of debt. The preferred shareholders rank below the creditors' committee for repayment and have expressed irritation with Eastern's plans.

"You needed a microscope to see what they were offering us," the shareholders' attorney said.

In other developments:

● Overturning an earlier bankruptcy court ruling, a federal court cleared the way for ALPA to arbitrate its dispute with Eastern over whether there has been a merger of Eastern and Continental Airlines operations.

If an arbitrator finds that a merger has occurred, striking Eastern pilots could be eligible for jobs at Continental now held by less senior pilots.

The court also allowed ALPA to pursue a lawsuit that charged Eastern management with violating its contract by leasing planes and full crews from Continental.

● A temporary agreement between ALPA and Eastern that would cut wages for pilots by 25 percent was ratified by nearly 93 percent of the ALPA members who voted on the settlement.

Negotiations for a permanent contract are continuing under the direction of the National Mediation Board.

Flawed JTPA role leaves displaced workers out in cold

By Candice Johnson

The Job Training Partnership Act, with its emphasis on private sector control and operation, has failed to address the unemployment problems facing minorities, youth and the disadvantage, but instead has found "jobs for workers who already are the best-equipped and most desirable to employers."

That's the conclusion of "Short-changing the Workforce: The Job Training Partnership Act and the Over-selling of Privatized Training," a new study by the Economic Policy Institute. The report was written by John Donahue, an assistant professor at Harvard University.

JTPA was adopted in 1982 to replace the Comprehensive Employment and Training Act program, which had come under fire from the Reagan administration.

CETA was run by the government and provided such advantages to trainees as a stipend to live on during training.

JTPA was designed to make American employment policy more "businesslike," the study said, by giving business representatives majority control in private industry councils (PICs), which mostly delegate job training activities to primarily private organizations.

To be eligible for JTPA, a person must earn less than established poverty levels or receive public assistance, but does not have to be unemployed. Selection of participants is left up to local program officials and contractors.

JTPA also established performance standards to measure the success of training efforts. But the standards set by the Labor Department raise other serious problems, the EPI report found.

"It is fairly easy to assess employment, earnings and welfare status at any given point," the study said. "It is a good deal harder to measure changes over time. And it is impossible . . . to confidently attribute such changes to subsidized occupational training."

One agency said that under JTPA, its role had changed from "taking the tough cases to becoming an efficient personnel office for local businesses."

"A pattern of 'screening' or 'cream-skinning' in which local JTPA programs and contractors systematically select the more promising candidates for training while weeding out the troubled and troublesome, the untalented and the discouraged," is apparent, the report found.

Only a small minority of the disadvantaged — about 2-3 percent a year — are placed in jobs through JTPA efforts, the report found, yet "over 10 percent of the poor escape from poverty each year, most for reasons that have absolutely nothing to do with government manpower policy."

The report found that "public and private partners, equipped with good intentions and almost $2 billion a year" does some good. But there is little doubt that JTPA does much less good than statistics and its proponents suggest.

The argument is not "public versus private" job training, but rather what kind of programs and how providers will be held to account for the outcomes, the report stated.

Despite "grand hopes and good intentions, there is no reason to believe that the Job Training Partnership Act system has made much difference in the employment, earnings and productive capacity of the American workforce."

Skills no assurance to good job, survey of Pittsburgh jobless shows

Pittsburgh

Many workers in industrial areas are finding that having skills may not be enough to land a good job.

More than 40,000 workers lost manufacturing and steel jobs here during the 1980s, but these workers — with machinist training, heavy equipment licenses, and even computer skills — have not been able to find work, a new survey found.

The poll of 16,000 dislocated workers, in which 3,400 responded, was sponsored by the Tri-State Conference on Steel, the Steel Valley Authority and labor and community groups.

The survey found that 18 percent of the group had worked with computers, 38 percent read blueprints and 22 percent had experience in quality-control operations in their former jobs. Machinist training and industrial maintenance were the most common skills in the group.

Despite their training and experience, about 40 percent of the respondents remain unemployed, while only two-thirds of those holding jobs were employed full-time. Some 70 percent said they would be interested in jobs paying hourly wages of $7 to $8, if the jobs took advantage of their existing skills.

The sponsors, emphasizing the skills of Pittsburgh-area workers, hope to attract new business and economic development in the region.

Major training fund outlays needed to head off crisis

Shortages of skilled workers and a surplus of unskilled workers pose a threat to the American economy, representatives of government, union, business and academia warned.

In a report presented to Labor Sec. Elizabeth Dole, the Commission on Workforce Quality & Labor Market Efficiency emphasized that a workplace crisis that was not expected to occur until after the year 2000 already is at hand.

The wide-ranging study called for "a sustained increase in federal expenditures on human resource programs" to deal with the problem now, warning that the alternative would be a workforce "undereducated, undertrained, and ill-equipped to compete in the 21st century."

Representing labor on the 20-member commission were Presidents Morton Bahr of the Communications Workers, Albert Shanker of the Teachers and Lynn R. Williams of the Steelworkers.

To cope with the workforce crisis, the commission urged major federal outlays to cover the cost of improved education, training, retraining and child care, and restoration of personal income tax credits for workers receiving employer-provided education and training benefits.

Chairman Richard F. Schubert, former president of the American Red Cross, would not put a dollar figure on the funding required to implement the proposals contained in the report titled "Investing in People: A Strategy to Address America's Workforce crisis."

But while Schubert voiced the commission's concerns about the federal budget deficit, he insisted that "we are going to have to make very substantial increases in the investments we make in our people and in our workforce . . . We are not rational people if we don't do precisely that."

In detailing the extent of the workforce crisis, the commission noted that "vast numbers of American students cannot meet the educational requirements of today's workplace, much less those of the next century."

The study gave its endorsement to worker participation in "workplace decisions affecting their jobs," citing a growing body of evidence that joint labor-management efforts in this field can lead to increased productivity.

It called for government assistance for employees and employers as they explore new innovative approaches that could lead to "a more productive, high-wage economy." Among such approaches, the commission suggested, could be arrangements guaranteeing portability of pensions and other fringe benefits.

The study faulted both the educational establishment and the business community for failing to help students understand and meet learning standards required for labor market success. It urged incentives for effort and achievement in school, including business internships or grants for further study.

Emphasizing the need for "a coherent system of lifetime education and training," the commission called for union-management cooperation in developing multi-employer training programs, a major increase in expenditures for the Job Training Partnership Act to improve its effectiveness in helping those most in need of training, and additional funding for post-secondary training and education grants.

The report acknowledged the tensions that exist between work and family responsibilities in an era of families headed by single working mothers and struggling dual-earner couples.

These stresses include difficulties with child care, eldercare and family illness, the study said, praising employers whose "enlightened self-interest" has led them to establish programs to help workers solve these problems.

Because of the "rapid evolution" of legislative proposals to address the child care issue, the commission said, "it was not possible for us to endorse a particular bill." But it emphasized the "compelling public interest in accelerating the process of creating supportive work environments that enable all workers to be full participants in the workforce."

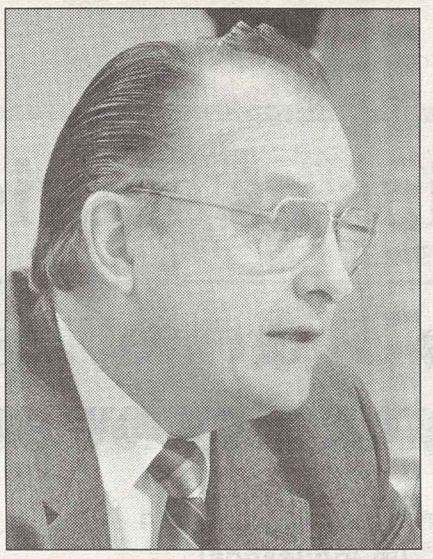
Added worker protections on asbestos pressed

Unions called on Congress to strengthen standards on asbestos operations and exposure to protect both workers and the public from the dangers of the substance.

"I can think of no single, more dangerous building material than asbestos once it finds its way into the air or water supply," Carpenters President Sigurd Lucassen told the House Health and Safety subcommittee. He said wherever asbestos collects, it can cause cancer, and "all asbestos diseases are incurable."

"I do not believe standards applicable to the asbestos operations, maintenance and abatement industries are sufficiently protective of worker health and safety," Lucassen said. "Nor do I believe the level of enforcement by the federal agencies charged with that responsibility is anywhere near compatible with the stated health protection goals of those very same agencies."

The UBC president told the panel about employees at the Jacksonville, Fla., Port Authority who went to work on an asbestos removal project without any protective clothing or gear because they were not informed of the project's nature. When they realized they might be working with asbestos and confronted the Port Authority, they were told they could wear protective clothing only in nonpublic areas. When some



Carpenters President Sigurd Lucassen

members refused to work, they were suspended for three days without pay.

"The sad epilogue to this story is that one of the workers has now tested positive for asbestos illness," Lucassen said, and so has the worker's daughter.

"No matter how nicely the asbestos manufacturers sugar-coat the pill, and no matter what they tell you about asbestos exposure being a problem only of the past, the facts are our members and their families and the general public are being exposed every day to asbestos, and asbestos has only one legacy — death," Lucassen said.

Tom Balanoff, director of the Building Service Division for the Service Employees, testified that because asbestos materials in buildings are not covered by most chemical right-to-know laws, workers, in the course of their daily tasks, "may unknowingly disturb asbestos, placing not only themselves at risk, but needlessly increasing the risk to all other building occupants."

The Environmental Protection Agency "must undertake rulemaking to both require building owners to inspect their buildings and take prudent steps to limit asbestos exposures, while at the same time throttling unwarranted abatement activities," Balanoff said.

Moose McCarthy, international representative for the Sheet Metal Workers, said that in screening nearly 14,000 of its members and contractors, some 32 percent showed evidence of asbestos-related disease. He said union members were concerned about inadequate abatement training rules; weak OSHA and EPA regulation of asbestos, and gaps in protection.

Aside from some local laws, "there is no standard regulation dealing with asbestos in public, commercial, industrial and other buildings, including military," McCarthy said. "This deficiency in scope of training applicability must be eliminated."

James August, occupational health and safety specialist for AFSCME, said, "The time is long overdue for the federal government to recognize its obligations to protect the health of its citizens and mandate measures to address this extremely serious public health problem."

August told the panel that accreditation standards for workers trained in the design and conduct of asbestos removal operations need to be upgraded and standardized. "Wherever asbestos removal is improperly conducted, it is a sure bet that those performing the work have not received adequate training," he said. "Requirements for training and work practices for asbestos removal should be more stringent and vigorously enforced."

In earlier testimony before the subcommittee, John Moran, director of safety and health for the Laborers' National Health and Safety Fund, commented, "It's criminal that, with all we've learned about the harm asbestos can cause, law enforcement of the rules threatens to create a new generation of tens of thousands of asbestos disease victims."

Moran said OSHA has been lax in enforcing asbestos rules and as been slow to respond to court-ordered changes in the regulations.

Stage Employees' resolve stiffens over CBS demands

Settlements reached at rival networks

New York

Theatrical Stage Employees Local 1 voted strike authorization against CBS Inc., after successfully bargaining new agreements with rival networks NBC and ABC.

The strike vote, 610-0, was taken at an April 8 membership meeting. The local warned afterwards that "if CBS continues to press its back-breaking demands, then 200 CBS stagehands could be walking the picket line."

IATSE Local 1 President Lou Edson said that CBS unilaterally imposed new work rules on March 26. The old contract expired on Dec. 31, 1989, and the members continued working while negotiations continued.

"CBS somehow thinks that by walking out of negotiations, they walk away from their responsibilities. This is sadly misguided," Edson said.

"While CBS openly admitted it was looking to save a 'ton of money' in the new contract, the Stagehands maintain that recent sales of CBS's record company and other assets leave them flush with $3 billion in cash," Edson explained.

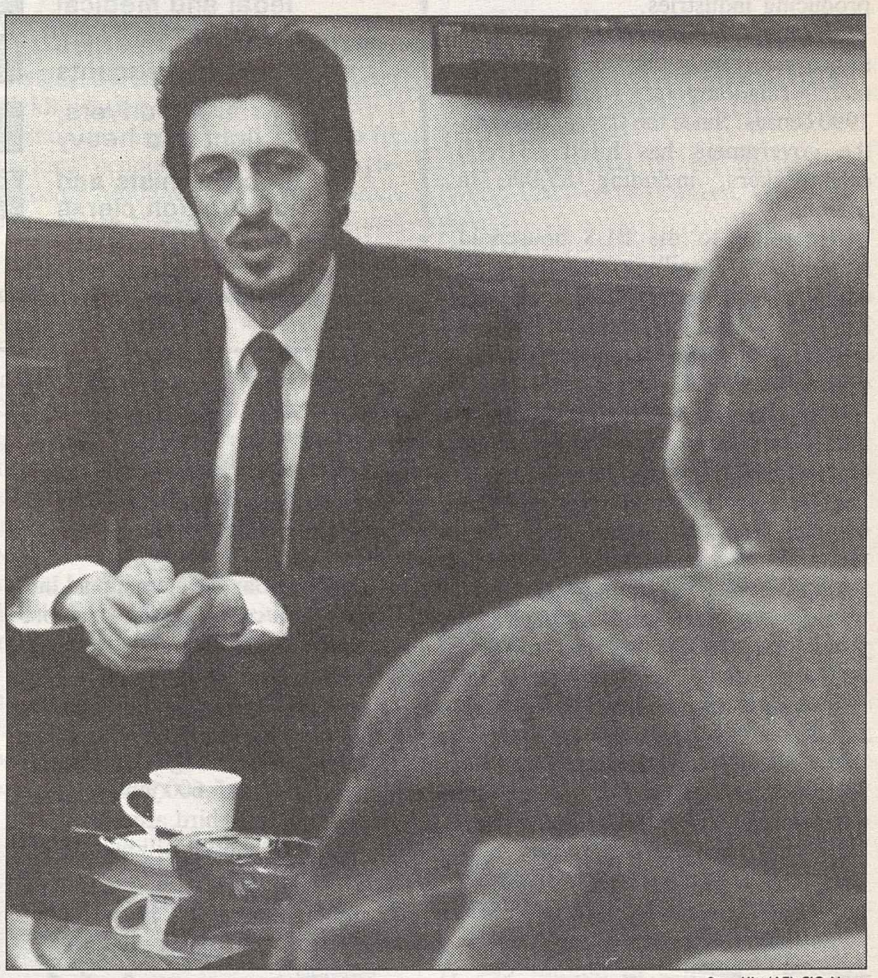
"CBS is asking our members to give up important measures of security and income, while hiding their reasons or refusing to explain themselves," he continued.

"The network's final contract offer would reduce our earnings by as much as 50 percent. They freely admitted wanting to turn back 40 years of progress in wages and benefits to save the stockholders 'a ton of money.'"

Edson said that, since Laurence Tisch became CBS's chief executive officer and top shareholder in 1986, the network has reduced its workforce from 28,000 to 5,000, fired most of the talented management responsible for the network's dominance in the early 1980s, tried to bust the Directors' Guild of America, and launched a union-busting campaign against IATSE Local 1.

In its new two-year contract with ABC, Local 1 bargained a 3.5-percent pay increase in each year, a one-half of 1 percent increase in the employer's welfare contribution each year and some changes in work rules, Edson said.

The local's contract with NBC was a one-year extension of the existing agreement that includes a 3-percent wage raise and a one-half of 1 percent increase in the employer's welfare payment.



Stan Hitt/AFL-CIO News

Lyubomir Pavlov, a member of the executive board of the Bulgarian independent trade union confederation, PODKREPA, met with AFL-CIO President Lane Kirkland April 4. Pavlov, a psychiatrist, discussed PODKREPA's plans for the Bulgarian elections, which are set for June 10 with runoff elections one week later. Pavlov met with federation representatives to discuss assistance to his country's young trade union movement.

ACTWU legal action wins retiree center for 20,000

The Clothing and Textile Workers settled a four-year legal battle with the former owner of Cannon Mills Inc. of Kannapolis, N.C., who agreed to establish a comprehensive retirement center to serve the needs of some 20,000 beneficiaries of the Cannon Mills Retirement Trust.

The union and six former employees had filed suit in Los Angeles in 1986 against David Murdock, charging that Murdock was not living up to his obligation to safeguard the rights of the beneficiaries. The settlement came while the case was pending before the 9th Circuit U.S. Court of Appeals in San Francisco.

Murdock, who sold the company to Fieldcrest Mills Inc. in 1986, retained the trusteeship in the pension fund, investing in companies in which he had substantial financial interests. The new owners had created a separate retirement plan for workers.

Although ACTWU was prohibited by the terms of the settlement from revealing the precise financial details, President Jack Sheinkman said "the union's claims regarding the investment of pension fund assets have been sustained."

The comprehensive retirement center would provide such benefits as pre-retirement counseling, post-retirement counseling, and assistance in filling out and processing Social Security and Medicare claims.

Establishment of the center is subject to Labor Department approval. If such approval isn't obtained, the settlement money will be divided among the participants according to a complex formula.

The defendants also agreed to pay the plaintiffs' costs and attorneys' fees. ACTWU had invested significant sums in pursuing the case, even though the union could not have received any damages for itself.

DATA

Unemployment rate dips as service jobs rise

By John R. Oravec

Jobs in the goods-producing sector took a beating in March even as the nation's unemployment rate dropped a notch to 5.2 percent.

The Bureau of Labor Statistics reported a 0.1 percent decline in the rate, which had been stuck at 5.3 percent for nine straight months. The rate was 5 percent in March 1989.

While the service-producing sector added 122,000 new jobs, the goods-producing sector lost 96,000 jobs, the BLS said.

Construction employment dropped by 64,000 to 5.4 million in March after gains generated by mild weather in the first two months of the year.

Factory jobs declined by 31,000 last month, reflecting a rather steady trend, to 19.4 million, the BLS data showed.

The nation's import-battered manufacturing industries have lost 260,000 jobs since March 1989, with most of the damage occurring in the durable goods metal and metal-producing industries.

Much of the job gains in the service sector came from the federal government hiring temporary workers for the 1990 census. Since the start of the year, the government has hired 134,000 census-takers, including 85,000 in March.

According to the BLS household survey, 118.3 million persons were employed in March for a gain of 299,000. The survey showed that 6.5 million officially were unemployed, a decline of 99,000 over the month.

The bureau's establishment survey had 110.3 million employed, for a gain only 26,000 non-farm jobs in March.

In addition of the 6.5 million who are counted as officially unemployed, there were 750,000 discouraged workers in the first quarter of 1989. These workers want to work but are not looking for jobs because they believe they could not find any.

There were 1.3 million unemployed in March who had been jobless 15 weeks or longer, representing about 20 percent of the unemployed. The median duration of joblessness last month was 5.1 weeks, the BLS said.

Only 2.9 million of the officially unemployed were drawing jobless benefits in March, AFL-CIO compensation specialist James Ellenberger noted. That left 3.6 million who got no compensation. In 1989, only 33 percent of the jobless were eligible to collect benefits.

Meanwhile, Baxter International Inc., a major producer of health care products based in Deerfield, Ill., announced it would slash its workforce 10 percent — laying off 6,500 workers and closing 21 plants.

The Bank of New England Corp. said it was going to cut 5,600 jobs to reduce its payroll by one-third after reporting a loss of more than $1 billion last year.

In other economic news:

- The index of leading economic indicators dipped 1 percent in February after increasing 0.2 percent in January and 0.4 percent in December, the Commerce Department said.

Eleven of the 15 key indicators that track the pace of the economy declined in February, led by a 0.82 percent plunge in building permits. Three others edged up, while the average workweek remained unchanged.

- After-tax profits of U.S. corporations advanced 2.8 percent in the fourth quarter of 1989 to a $156.7-billion annual rate.

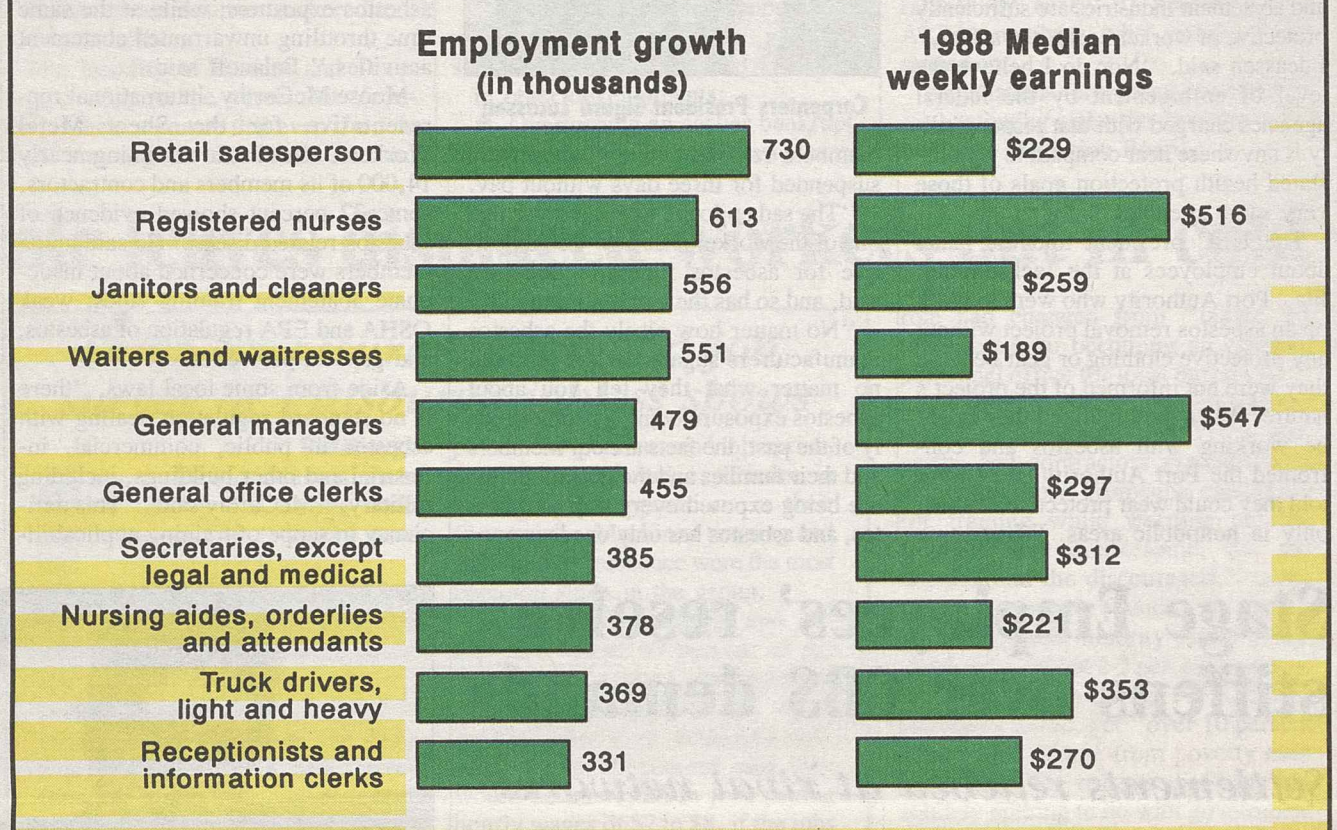
For the entire year, the Commerce Department said, after-tax profits totaled $160.9 billion — down $8 billion from 1988, but $18.9 billion more than the $142 billion rang up in 1987.

- Housing starts dropped 7 percent in February to a seasonally adjusted annual rate of 1.48 million units, the Commerce Department reported. Starts had shot up 24.7 percent during January as record warm weather spurred construction activity.

- Losses by the savings and loan industry soared $6.5 billion in the fourth quarter to end 1989 with a record $19.2-billion shortfall, the Office of Thrift Supervision reported. Analysts said a record loss had been predicted, but not of that magnitude.

Bailout costs to taxpayers for the 485 troubled S&Ls that stayed open during the quarter works to $29 million dollars a day, analysts said.

Fastest growing occupations in the 1990s are mostly low paid



Source: Bureau of Labor Statistics - Earnings for full-time wage and salaried workers

AFL-CIO NEWSGRAFIC

Housing Investment Trust yields 17.05 percent return in 1989

The AFL-CIO Housing Investment Trust earned a 17.05 percent return for its investors during 1989, the 25th year of the federation's investment program.

The trust's performance compares favorably with indices of fixed income investment options having similar risks and terms. For example, the Salomon Brothers mortgage index measured a 15.2 percent return for 1989, and its corporate bond index a 16.2 percent return. U.S. treasury bills provided a 7.8 percent return.

HIT, which is part of the AFL-CIO's Pension Investment Program, invests primarily in government insured or guaranteed mortgages on single- and multi-family residential, nursing home, and retirement facilities around the country. All projects funded by HIT are 100 percent union-built.

The trust provides investment opportunity to pension and benefit funds while also generating employment and affordable housing. At year end 1989, HIT's assets were at $284 million, representing 206 investors.

HIT has 92 percent of its assets invested in real estate at 88 sites around the nation. New projects in 1989 were located in California, Ohio, Missouri, and Maryland. William Tutt, HIT's financial manager, predicts that HIT will remain close to fully invested in union-built real estate during 1990. HIT funding commitments increased 138 percent from 1985.

Statistics at a Glance

Unemployment

	Mar. 1989	Feb. 1990	Mar. 1990
Unemployment (Official)	5.0%	5.3%	5.2%
Men (20 and Over)	4.2%	4.6%	4.5%
Women (20 and Over)	4.6%	4.8%	4.7%
Teenagers	14.0%	14.8%	14.4%
White	4.3%	4.6%	4.5%
Black	11.0%	10.5%	10.6%
Hispanic	6.7%	7.8%	7.7%
"Real" Unemployment Rate*	9.7%	9.8%	9.8%

* Includes discouraged workers and part-time workers who want full-time jobs.

Employment

	Payroll Employment in Mar. '90	Change Since Feb. '90	Change Since Mar. '89
All nonfarm industries	110,729,000	+26,000	+2,425,000
Construction	5,418,000	-64,000	+166,000
Manufacturing	19,420,000	-31,000	-260,000
Transportation, Utilities	5,866,000	+3,000	+200,000
Retail & Wholesale Trade	26,109,000	-15,000	+424,000
Finance, Insur. & Real Estate	6,922,000	+8,000	+148,000
Services	27,757,000	+51,000	+1,237,000
Government	18,073,000	+75,000	+476,000

Change by Industry in Manufacturing Jobs

	Mar. '89-Mar. '90
Durables	-224,000
Lumber and Wood Products	-14,000
Furniture	-13,000
Stone, Clay, Glass Products	-7,000
Primary Metals	-25,000
Fabricated Metal Products	-39,000
Machinery	-9,000
Electric & Electronic Equip.	-65,000
Transportation	-50,000
Instruments	-2,000
Nondurables	-36,000
Food	+13,000
Tobacco	-6,000
Textiles	-17,000
Apparel	-43,000
Paper	-1,000
Printing	+27,000
Chemicals	+16,000
Petroleum	+4,000
Rubber	-21,000
Leather	-8,000

Newsmakers

Charles R. Barnes will step down as executive director of the National Mediation Board on May 6. Barnes, who has held the post since 1986, requested and was granted a transfer to his previous position as a mediator, the board said. Barnes will be succeeded by **William A. Gill Jr.,** who was named acting executive director.

Barnes was an active union leader for the Air Line Pilots at United Airlines from 1947 to 1970. He served as chairman of the Pilots' Negotiating Committee, and vice chairman of the union's Master Executive Council, both at United. He was also on the international union's executive board and board of directors.

In another NMB development, **Walter Wallace** announced he would not be a candidate for reappointment to the board when his term expires in July. Wallace served as chairman of the three-member board last year.

ILWA Dispatcher

ILWU President Harry Bridges leads Longshoremen and Warehousemen during a 1939 Labor Day parade through San Francisco.

DEATHS

Alfred Renton Bryant "Harry" Bridges, founder of the Longshoremen's and Warehousemen's Union and its president for 40 years, died of emphysema March 30 at his home in San Francisco. He was 88. In Bridges' honor, West Coast docks were closed from 8 a.m. until 5 p.m. on April 14.

The Australian-born Bridges emigrated to the United States in 1920 as a merchant seaman, became a longshoreman in San Francisco in 1922 and helped form an ILA local in 1933. The following year, in response to bloody confrontations between police and longshoremen along the California coast, Bridges helped organize a general strike that effectively closed down San Francisco. After four days, the longshoremen got a contract with a union hiring hall, shorter hours and increased pay.

A split within the ILA in 1937 resulted in the formation of the ILWU with Bridges as president. The union affiliated with the CIO, but in 1950, it was ousted amid charges it was "dominated" by communists. A lengthy government attempt to deport Bridges failed when the Supreme Court ruled it was never proved he was a communist.

In 1960, Bridges persuaded his members to accept a landmark "mechanization and modernization" agreement giving management broad rights to modernize the waterfront. This was in exchange for a promise that no workers would be laid off, and none were.

In remarks delivered at the memorial service, AFL-CIO President **Lane Kirkland** noted that Bridges "was a talented and impassioned advocate for working people, who almost singlehandedly brought the benefits of trade unionism to thousands of West Coast longshoremen. His courage and commitment to his members during some of trade unionism's darkest hours will never be forgotten.

"Despite the long period of Harry's estrangement from the AFL-CIO, the two of us maintained a strong and enduring personal friendship," Kirkland said. "What a pleasure it was to keep company with this delightful and engaging man. I shall miss him."

Bridges is survived by his third wife, Noriko, two daughters and a son. A memorial service was held April 14 at the ILWU's San Francisco hiring hall. A small service for the family was held April 8 where his ashes were scattered at sea.

Girard P. "Jerry" Clark, director of political action for AFSCME, died of lung ailments March 26 at George Washington University Hospital. He was 65.

Clark joined AFSCME in 1967 as director of research and education and was appointed to the political action post in 1971. He began his career as a newspaper editor in West Point, Wis., and later organized a local Newspaper Guild unit in Kenosha, Wis. He joined Sen. William Proxmire's staff in 1957, rising to be his top aide. He served in the Department of Defense's Equal Employment Opportunity office before joining AFSCME.

He is survived by his father, G. Phillip Clark of Milwaukee, and three sons.

UFCW wins ergonomic pact at Morrell

The Food and Commercial Workers welcomed as long overdue an ergonomic agreement by the giant meatpacker John Morrell and Co., which will establish a program to alleviate repetitive motion disorders among the 2,000 workers at Morrell's Sioux Falls, S.D., plant.

UFCW President William H. Wynn said the medical management provisions are the "best in any health and safety program in the meatpacking industry. Combined with Local 304A's successful effort to amend South Dakota law to give workers their choice of physician, injured workers can now be assured of proper treatment."

The program will focus on 171 production jobs identified by the Occupational Safety and Health Administration as causing repetitive motion disorders, including carpal tunnel syndrome. Eventually all 700 jobs in the plant will be surveyed, UFCW said.

Under a side agreement, Local 304A will appoint 15 union members as ergonomic monitors who will be trained to identify jobs with repetitive motion stress and make recommendations.

Local 304A in 1986 had documented safety problems in the plant, which led OSHA to impose a $4.33 million fine against Morrell for conditions that led to cumulative trauma disorders and for record-keeping violations. Under the agreement, Morrell will pay a $990,000 penalty and make a $260,000 payment to the National Institute for Occupational Safety and Health to study musculoskeletal injuries.

A NIOSH evaluation of the Morrell plant in March 1988 found that its incidence of repetitive motion disorders was nearly six times that of the meatpacking industry as a whole.

Alojzy Pietrzyk, a Polish Solidarity leader, expresses support for U.S. miners during a news conference in Sheridan, Wyo. From left are: Larry Deeds, president of Mine Workers Local 1972, Pietrzyk, interpreter Marcin Zmudzki, and Dave Jelly, president of UMWA Local 2055. Pietrzyk's tour was sponsored by the AFL-CIO.

SEIU local wins contract at HMO

Pasadena, Calif.

A week-long strike by 11,000 members of Service Employees Local 399 yielded a new three-year contract at Los Angeles-area hospitals and satellite medical centers run by Kaiser Permanente — the nation's oldest and largest health maintenance organization.

Licensed vocational nurses, clerks, housekeepers and radiology technicians approved the new agreement, which provides pay increases of between 5 and 6 percent the first year, and between 3 and 5 percent in each of the next two years. In addition, the SEIU won longevity wage increases — a key issue in this year's negotiations.

The contract — which provides nearly $45 million in benefits — covers SEIU members at seven hospitals, more than 40 medical offices, and a regional office complex.

Minnesota poll shows strong labor support

Minneapolis

A statewide poll indicates that Minnesotans support labor's public policy goals and believe unions need to continue to play an active role in society.

Eight labor goals were supported by at least two-thirds of the respondents to the poll, which was conducted by Peter Hart and released in March. Those goals included increased funding for child care, affordable health insurance, increased state funding for public education, a higher state minimum wage and retention of workers' compensation benefits.

Court upholds hospital units

Chicago

A federal appeals court upheld the National Labor Relations Board's establishment of eight "appropriate" bargaining units for hospital employees.

AFL-CIO Organizing Director Dick Wilson said the decision was a major breakthrough for workers' rights to form a union, pointing out that "unit determination is one of the prime methods employers use to delay a vote in hopes of outlasting their employees' desire for a union."

The American Hospital Association, which had won an injunction against the 1989 NLRB decision, said it would consider a further appeal to the U.S. Supreme Court.

Unions' bid to buy out United Airlines approved

Continued from Page 1

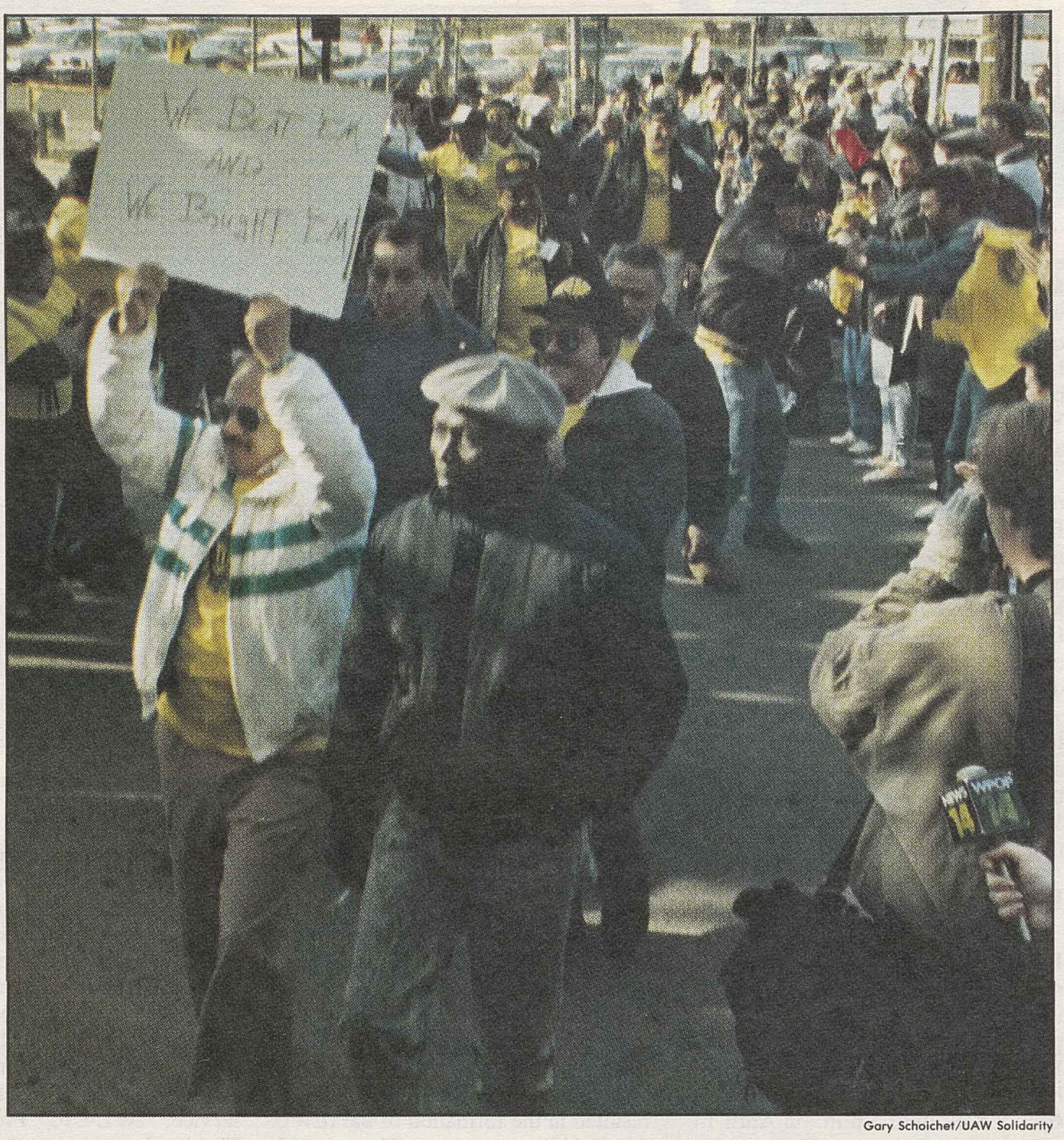
Mechanics and ground crew employees will own nearly 36 percent and AFA members over 12 percent.

This division of ownership is roughly comparable to the share that the members of each union will make to a total $2 billion in wage, benefit and work-rule concessions to be contained in five-year, no-strike contracts with the airline.

In addition, some 20,000 non-contract employees, including senior management, will own slightly more than 14 percent of the airline.

UAL's new 15-member board will include one representative of each of the three unions, one representative of the nonunion employees, the company's chief executive officer, two other directors chosen by the CEO, and eight independent directors.

The transaction is valued at $201 a share — including $155 in cash, $35 worth of new notes payable in the year 2000, and a newly issued $11 share in Covia Corp., which operates United's Apollo computer reservation system.



Gary Schoichet/UAW Solidarity

After four years on the picket line, jubilant UAW members return to their jobs as part-owners of Colt Manufacturing Co. in Hartford, Conn. The first wave of workers were back in the plant within a week after the UAW signed a three-year agreement that includes a 13-percent wage increase, $13 million in back pay and 11.5 percent ownership of the company. The union said 700 of the workers who had been on strike for four years will be back on the job by the end of May. They will replace the several hundred strikebreakers, who have been fired.

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AFL-CIO NEWS

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The Air Line Pilots, Machinists and Flight Attendants move closer to a $4.38-billion buyout of United Airlines, which would make it the largest employee-owned company in the nation.

2 ***Greyhound talks off as company files suit***

Greyhound strands more than 9,000 ATU members — on strike since March 2 — by refusing to negotiate. Instead, the company is pursuing its campaign to discredit the union.

4 ***Coalition sues Bush over trade inequities***

The AFL-CIO joins human rights groups in a federal suit charging the Bush administration with granting special duty rates to countries that violate worker rights.

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A General Accounting Office report shows that provisions of the 1986 immigration reforms resulted in workplace and hiring discrimination against Hispanic and Asian workers.

7 ***Victims of workplace hazards speak out***

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11 ***Electronic snooping takes toll on workers***

The growing use of electronic surveillance in the workplace is leaving workers with the feeling that Big Brother is watching, and pushing them, a survey shows.

UNION YES

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FOCUS

Labor joins forces with the Democratic Party in an effort to elect pro-labor candidates to the state legislatures that will control the redistricting process next year.

AFL-CIO NEWS

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Tony Dugal/Laborers

Union members work to remove "toxic materials" from a drum in training exercises held at the New England Laborers hazardous waste training center in Pomfret, Conn. Nationwide, unionists marked Workers Memorial Day April 28 by rallying for a cleanup of workplace and environmental dangers. See stories on page 8.

Benefit plans fall short of family needs

Federation seeking legislative remedy

By John R. Oravec and Mike Hall

Personal and family benefits offered by medium and large companies in 1989 suggest the urgent need for legislation to protect workers, AFL-CIO Employee Benefits Director Karen Ignagni said.

Except for selected medical insurance coverage, many of the family benefits offered in 1989 involved little or limited contributions by employers, according to a survey by the Bureau of Labor Statistics.

For workers who contribute to their medical insurance plans, costs increased 31 percent from 1988 to 1989 for individual coverage and rose 20 percent for family coverage.

Only 3 percent of the employers provided paid maternity leave and 1 percent offered paid paternal leave, the BLS survey showed. But unpaid maternity leave was available to 37 percent of the workers and unpaid paternity leave to 18 percent.

The BLS said the maximum unpaid maternity leave averaged 20 weeks and unpaid paternity leave was limited to an average of 19 weeks. But under current economic conditions, Ignagni noted, few working parents can afford to take the unpaid leave time.

Current legislation would address the problem faced by most workers, who have little or no protection when they must take time off for family emergencies. Some are protected by union contracts, and half of the 1,500 largest companies offer job-protected unpaid leave for new mothers, but little or no protection for other emergencies.

House and Senate bills to provide family and medical leave have been

Continued on Page 3

Unions bargain with 'new' Eastern

By Candice Johnson

Vindicated by the appointment of a trustee to run Eastern Airlines, the Eastern unions reopened negotiations with the airline's new management and blasted Texas Air chief Frank Lorenzo as an "incompetent, conniving, greedy airline wrecker."

"It's time to change the captain of Eastern's crew," said Bankruptcy Judge Burton R. Lifland as he named Martin Shugrue, a former Continental Airlines executive, as trustee, over the objections of Lorenzo and Eastern management.

Shugrue had been picked by former baseball commissioner Peter Ueberroth to run Eastern under a buyout plan supported by the unions last year. The three unions had been pressing for a trustee since the carrier filed for bankruptcy protection on March 9, 1989.

"Talk about a day late and a dollar short, the naming of the trustee is one year and one billion dollars late," AFL-CIO Secretary-Treasurer Thomas R. Donahue said of the money Lorenzo lost since March 1989.

One of Shugrue's first actions was to replace Eastern's chief labor negotiator Thomas Matthews with Alan C. Gibson, a 25-year veteran at the carrier. Eastern President Phil Bakes tendered his resignation on April 20.

Talks have begun with the Machinists and negotiations are continuing with the Air Line Pilots. Transport Workers' flight attendants reached an agreement with Eastern earlier.

IAM President George Kourpias called the move a "bittersweet" victory, bitter because "we told the court, the administration, Congress and the press that Lorenzo's pie-in-the-sky plans could never succeed" and because the court's failure to name a trustee a year ago scuttled the sale of the carrier to Ueberroth.

"But Frank Lorenzo has finally been exposed as the incompetent, conniving,

Continued on Page 2

NLRB pushes court-backed hospital unit bargaining rule

By Gene Zack

The National Labor Relations Board plans speedy action to clear the way for union organizing of hospital workers under an eight-unit rule upheld by the 7th Circuit U.S. Court of Appeals.

The rule, issued by the NLRB in April 1989, ended years of confusing and contradictory decisions that had hamstrung organizing efforts. The court decision is expected to rejuvenate already intense organizing efforts by many AFL-CIO affiliates.

The rule provides for separate bargaining units at acute care hospitals — covering registered nurses, physicians, all other professionals, technical employees, skilled maintenance employees, business office clerical employees, guards, and all other nonprofessionals.

AFL-CIO unions for years have pressed for representation elections covering well-recognized occupational groups. When the NLRB finally agreed to the eight-unit rule, it was appealed in court by the American Hospital Association.

The unanimous ruling, said Service Employees President John Sweeney, means that "for the first time in many years, hospital workers who want to be represented by a union will get fair, fast elections." The SEIU currently represents about 375,000 health care workers.

AFSCME President Gerald W. McEntee called the decision "a clear victory for AFSCME's 325,000 health care workers, and for all health care workers" across the nation. "We hope that hospitals will accept the court's decision and not waste precious health care resources in further judicial delays."

The AHA indicated it would again appeal the decision to the U.S. Supreme Court and would seek a stay on the ruling pending a Supreme Court decision.

But NLRB Chairman James Stephens said the board will "move as quickly as possible" to implement the health care bargaining unit rule. He said the board's attorneys are already meeting to develop written directives for NLRB field offices based on the appeals court

Continued on Page 7

ATU builds public support as talks still idled

By Candice Johnson

The strike by 9,300 Greyhound Lines drivers and clerks rolled into its second month, with company officials still refusing to return to the bargaining table.

But Amalgamated Transit Union members continue to win public support in their campaign. In Chicago and other cities, ATU members have been joined on the picket lines by disabled persons expressing their support for the strikers and their thanks for ATU's campaign calling for better access to buses and other transportation for handicapped persons.

In New York, a state judge extended a temporary order that barred Greyhound from hiring strikebreakers to operate buses or facilities in New York City. The original order prohibiting the hiring of strikebreakers was issued March 11 under a 1962 city ordinance that bans hiring scabs or transporting them from other locations to the city.

The company is appealing the decision, claiming that it is hiring permanent replacements, not strikebreakers.

Greyhound's claim that it continues to restore service and meet its routes has been refuted by an ATU report that hundreds of rural and suburban communities have been abandoned by the carrier.

"While thousands of Americans walk the picketline to protest the company's refusal to negotiate an equitable contract, millions more are being denied bus transportation services," ATU President James La Sala charged.

States experiencing extensive loss of transportation service include Alabama, Arkansas, Colorado, Georgia, Illinois, Iowa, Kansas, Kentucky, Louisiana, Minnesota, Mississippi, Nebraska, New York, Oklahoma, Oregon, Pennsylvania, South Carolina, Tennessee, Texas, Washington and Wisconsin, ATU said.

Concerned about the lack of service in rural areas, Rep. Pat Williams (D-Montana) planned to introduce a "sense of Congress" resolution calling for both parties to resume negotiations under the direction of the Federal Mediation and Conciliation Service and work toward reaching a settlement.

The resolution stated that "if the parties do not resume negotiations or if the parties cannot reach agreement," Congress would call on the president "to appoint a super mediator to resolve this labor dispute."

In Washington, La Sala met with the AFL-CIO Strategic Approaches Committee, which is coordinating the efforts by other affiliated unions to regularly supplement ATU's Greyhound pickets.

AFSCME President Gerald W. McEntee, one of five members of the committee, chaired the national coordinators planning session, which also heard plans for food banks, outreach to Greyhound's creditors and to labor's allies, and the congressional resolution urging a return to bargaining.

And at the request of ATU, Greyhound was added to the AFL-CIO's national boycott list. The union has been working with state and local AFL-CIOs and civil rights, community and religious groups to spread the boycott message.

Unions steer course to ownership of United Airlines

By Gene Zack

Labor and management moved forward with plans to finalize the history-making, $4.38-billion union takeover of United Airlines — an action that will make the carrier the nation's largest employee-owned company.

The Flight Attendants ratified a five-year agreement for wage, benefit and work rule changes that will take effect under employee ownership, while the Air Line Pilots and Machinists took their packages to the memberships. United, meanwhile, was seeking stockholder approval of the deal.

The separate ALPA, IAM and AFA contracts call for a total of $2 billion in savings for the new Employee Stock Ownership Plan that will control United.

The immediate pay cuts will be restored during the five-year term of the agreements, which also include benefit and work-rule concessions. There are provisions for wage renegotiation in the fourth and fifth years and arbitration procedures if agreement on pay increases is not reached.

Here are the various formulas that United's union members are being asked to ratify:

- Top-rated pilots will take an immediate 11 percent reduction while those with lesser service will face pay cuts of only 7.5 percent. All pilots will receive 4 percent annual increases beginning in the second year of the pact, although the union will have the option in any year of exchanging wage increases for changes in work rules or benefits.
- Veteran mechanics will take 4-percent pay cuts that will be restored in full in the second year, while those on the lower scale will find their hourly pay essentially unchanged. Wages will remain at those levels until the last day of the five-year term, when a 4-percent increase will kick in.
- Wage scales for senior flight attendants will be reduced 4 percent in the first year, with smaller reductions for those at lower pay levels. All will receive annual 4-percent increases beginning in the second year of the contract.

The portion of stock allocated to each group of workers will be comparable to the percentage their concessions represent of the overall package. Under the plan, the 7,000 ALPA members will own approximately 38 percent of the new company, the 23,000 IAM members 36 percent, and the 14,000 AFA members 12 percent.

Non-contract employees, including management, will make $55 million in concessions and will own slightly more than 14 percent of the carrier's stock.

Meanwhile, documents filed with the Securities and Exchange Commission show that if the planned leveraged buyout collapses, UAL Corp., the airline's parent company, will have to reimburse the unions for up to $40 million in fees and expenses associated with the takeover effort.

Workers savor 'bittersweet' victory over Frank Lorenzo

Continued from Page 1

greedy airline wrecker he is," Kourpias added.

Capt. Henry Duffy, ALPA's president, called Lorenzo "the epitome of the 1980s breed of greed-heads who know only how to line their pockets at the expense of everyone else concerned and know nothing about actually running the companies they buy."

With the appointment of Shugrue, ALPA is "prepared to do whatever is necessary to get Eastern back on its feet and restore the hundreds of jobs lost by the formerly striking Eastern pilots," Duffy said.

Like the Machinists, ALPA stressed that "the entire Eastern debacle might have been avoided" had President Bush followed established practice by appointing an emergency board or had he not vetoed a bill that would have set up a bipartisan commission to investigate and make recommendations to resolve the crisis at Eastern.

TWU President George Leitz said Shugrue "brings the proper talent and expertise required to reverse the tragic course set for Eastern by the Lorenzo team" but added that the action "should have been taken many months ago."

"If Eastern is to be saved, the IAM strike as well as the other labor agreements must be resolved" and "we are prepared to do our part in finding a solution," Leitz said.

The appointment of the trustee came April 10 after a motion by the unsecured creditors committee, which includes the three unions and aircraft suppliers. The unsecured creditors, facing losses of nearly $1 billion, were angered by Lorenzo's plan to renege on agreements to repay that debt.

In addition to its debt to the unsecured creditors, Eastern owes its preferred shareholders more than $1 billion.

Still pending is resolution of more than $400 million in transfers from Eastern to parent Texas Air Corp. that bankruptcy examiner David Shapiro found to be undervalued. Those included excessive fuel costs levied against Eastern, sale of the reservation system at a price far below its value and other overpriced landing and services charges.

While Texas Air had agreed to pay Eastern $280 million to settle the claim, that agreement has been set aside with the appointment of the trustee. If a new agreement is not reached, creditors can sue Texas Air for the shortfall.

Lifland's ruling also confirmed that Texas Air retains full responsibility and liability for pension promises made to Eastern workers. The Pension Benefit Guaranty Corporation asked the court for confirmation that the obligation remained in force.

In a letter to Labor Secretary Elizabeth Dole, Donahue called for the PBGC to obtain collateral and guarantees from Texas Air to cover the $1 billion of pension obligations.

"It is my hope that the Labor Department will urge the PBGC to ensure that Texas Air and its affiliates — which have been draining corporate assets from Eastern that would otherwise have been available to satisfy pension obligations — cannot insulate themselves from liability," Donahue wrote.

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LEGISLATION

Benefits fall short of family needs

Continued from Page 1

reported out of committees, and the House bill (H.R.770) may go to the floor by the end of May. But there is no indication when the Senate might take up its bill (S.345).

The bills would set an unpaid family leave policy for the birth, adoption or serious illness of a child. The legislation also would allow leave for a worker's own serious illness, as well as for the care of an elderly dependent.

In all cases, workers would be guaranteed the right to the same or equivalent position and the continuation of pre-existing health benefits during leave.

The BLS also reported that only 5 percent of workers were eligible for child care benefits subsidized by their employers. The benefits include on-site and near-site child care facilities, as well as reimbursement accounts that may be partially funded by employers.

The House on March 29 passed legislation that would provide funding to child-care providers and to businesses for development of child-care services. A Senate version, passed last year, would authorize funds to help low-income parents obtain child care.

Conferees soon will begin working out the differences between the bills, but the White House has announced that President Bush would veto the legislation if it retains the form passed by the House.

Reimbursement accounts usually are funded solely by workers who want federal income tax credits through pay reduction arrangements. They also are used for elderly or dependent care and other medical care expenses.

In 1989, BLS said, 23 percent of the workers were under dependent or health care reimbursement plans — up from the 12 percent in 1988.

Why we need a national medical and family leave policy

- Both parents work in most American families today.
- Sixty-seven percent of women with children under 3 years old are in the workforce.
- More than half the mothers with children under 1 year old hold jobs outside the home.
- Women are about 45 percent of the workforce and two-thirds of the new workers in the next decade will be women.
- With the increase in dual-career families, men's responsibility for family care will increase their need for family leave.
- One out of four families is headed by a single parent.
- With more senior citizens in the population, many workers must care for their aging parents as well as their children.

The study found that 92 percent of the full-time workers had medical care benefits fully or partially financed by employers. Most were under fee-for-service plans.

Medical coverage fully paid by the employer declined from 57 percent in 1988 to 52 percent last year. And employer-paid family coverage dropped from 36 to 34 percent over the year, the survey found.

When employee contributions were required, the BLS found that payments average $25 a month last year for individual coverage. That was a 31-percent increase from the $19 cost in 1988. Monthly family coverage costs increased 20 percent — from $60 to $75 over the year.

The AFL-CIO, recognizing that soaring health care costs have become prohibitive for employers as well as workers, is pushing for legislation to establish a national solution to the problem.

''Employers who still provide health coverage are now looking to shift a greater share of the costs to workers through higher deductibles, co-insurance and premium-sharing,'' AFL-CIO President Lane Kirkland noted in testimony before the Senate Budget Committee.

While congressional committees continue to hear testimony on the health care crisis, there is no pending legislation that seeks to provide quality care at a reasonable cost.

The overall BLS findings are representative of 32 million full-time workers at some 109,000 establishments that employ 100 or more workers. It did not cover firms that employ less than 100 workers or part-time employees, who are among the 37 million Americans who have no health care coverage.

Union workers enjoy a big advantage in employer-paid benefits over nonunion employees. In a separate 1989 study, the BLS found that union employers contribute on the average of $6.95 an hour in worker benefits. That's nearly double the $3.80 an hour provided by nonunion employers.

Health care needs documented by UAW

With some 37 million Americans lacking health insurance and another 60 million underinsured, ''the entire U.S. health care system'' needs fundamental reform, the UAW told Congress.

''The UAW believes that it is simply unacceptable for a nation, consistently a world leader in the advance of modern medicine, to allow so many of its citizens to be denied access to adequate health care services,'' William S. Hoffman, director of the UAW Social Security Department, testified before the Senate Subcommittee on Health Care for Families and the Uninsured.

Hoffman noted that many employers try to ''solve'' the problem of spiraling health care costs by cutbacks in employee health insurance coverage, which ''do not attack the root causes of health care inflation, provider-driven overutilization and the prevailing fee-for-service system for reimbursing providers,'' he said.

One of the byproducts of employer attempts to cost-shift onto workers is ''an increased burden on the remainder of the employer community that finds itself indirectly subsidizing persons without health insurance or who have inadequate coverage,'' Hoffman said. ''For the most part, uninsured persons wind up being treated at the 'expense' of the hospitals and other health care providers.''

Walter Maher, federal relations director of Chrysler Corp.'s Human Resources Office, told the panel that to eliminate cost shifting to the private sector and improve access to care, government must assume responsibility for all the poor and pay providers fairly, including payments for capital and medical education.

He said health costs must be spread more equitably among individuals, business and government, and that ''all employers should participate in the financing of health care in America.''

Hoffman said the UAW strongly supports the national health security program developed by the Committee for National Health Insurance (CNHI), a citizens group comprised of trade unionists, liberal activists, physicians and academics. Its proposal, known as the Health Security Partnership, is modeled on the Canadian health care system.

The Health Security Partnership proposal calls for each state to establish a health care plan to provide comprehensive health insurance coverage to all state residents.

The plans would also have to meet certain national standards relating to cost containment and quality assurance, and the federal government would assist the states in financing the plans.

Hoffman said the UAW is ''encouraged by the fact that employers too are coming finally to an understanding that only a national health care program can deal effectively with the health care crisis. We welcome the efforts of employers such as AT&T, Bethlehem Steel, Chrysler and Ford on behalf of fundamental health care reforms.''

Massachusetts Governor Michael S. Dukakis testified on his state's efforts to provide health care for its residents. In 1988, Dukakis signed a Health Security Act which ensures that all residents — including 600,000 uninsured — will have access to affordable health care by 1992.

''Basic health security should be the right of every American citizen,'' Dukakis declared. Based on his state's experience, Dukakis said, use of the present employer-based system as the foundation for any national plan ''makes sense.''

He also suggested insurance system reforms that prohibit denial of coverage because of previous conditions and the practice of charging higher rates to small businesses.

Capitol Digest

Five million Americans who sail annually on U.S.-based, foreign-flag cruise ships could be placing themselves in harm's way because of lack of federal controls over most of the operations of these foreign ships, American maritime unions told the House Merchant Marine subcommittee.

The witnesses — Talmage E. Simpkins, executive director of the AFL-CIO Maritime Committee; Ed Kelly, vice president of District 2-MEBA; and Frank Pecquex, SIU political director — cited poorly trained crews, inadequate safety measures and unsanitary conditions.

They urged expansion of the American-flag cruise ship fleet, which currently numbers two ships.

CHILD CARE — The Senate was expected to vote on a motion to begin a conference with the House on child care legislation. The House passed its child care bill March 29 and the Senate approved a different version of the legislation last year. Both versions received AFL-CIO backing, but the House bill is a more comprehensive approach to child care. The administration has threatened to veto the more comprehensive measure.

CBI — Union workers in West Virginia and Pennsylvania who make canvas-topped, rubber-soled athletic shoes won a round during Senate floor action on the Caribbean Basin Initiative. An amendment would have removed the shoes from the exempt list of products, allowing duty-free import of the foreign-made shoes in CBI countries. The amendment was not adopted.

SUPERCOLLIDER — The House was expected to vote on the authorization of $5 billion for the construction of the world's most powerful particle accelerator, which would be designed to break up subatomic particles into their basic elements. The AFL-CIO supports the construction project.

ALASKAN OIL — A one-year continuation of the ban on the export of Alaskan oil, which the AFL-CIO supports, was included in the mark-up of the Export Administration Act by the Senate subcommittee on International Economic Policy.

TEXTILE BILL — A new Textile, Apparel and Footwear Trade Act was hailed by the Fiber, Fabric and Apparel Coalition for Trade, whose members include the Clothing and Textile Workers and the Ladies' Garment Workers. The legislation seeks to redress a glut of imported textile, which tripled from 1980 to 1988. To date, 55 senators and more than 200 House members have become co-sponsors of the bills.

To contact a member of Congress, write to: The Honorable (Senator or Representative's name), United States Senate (or House of Representatives), Washington, D.C. 20510 (Senate) or 20515 (House).

Leaders urge united front for justice

Civil Rights Institute cites common goals

By Gene Zack

Solidarity between the labor and civil rights movements is the key to victory in the struggle for equality in America, delegates to the AFL-CIO's annual Civil Rights Institute agreed.

There are no true distinctions among minority issues, women's issues or labor issues, said President Lenore Miller of the Retail, Wholesale and Department Store Union, a federation vice president who assumed the chair of the AFL-CIO Civil Rights Committee at the retirement of Frederick O'Neal.

''The principles we espouse as trade unionists cannot and must not be viewed in isolation from other social movements,'' she asserted. ''The universal human desire for freedom, justice and dignity is the common flame which lights the torches of all our causes.''

Ray Crowell/Page One Photography

Meany Center Conference room is dedicated to commemorate A. Philip Randolph and Bayard Rustin. Norm Hill, president of the Randolph Institute, recalls their struggles for black trade unionists.

The labor movement's ''greatest success stories,'' she declared, ''have been achieved when all workers regardless of their differences pull together to win justice for all.''

The weeklong conference at the George Meany Center for Labor Studies brought together a broad range of experts to explore the continuing struggle to assure equality for all Americans and to advance the cause of freedom both at home and abroad.

The sessions took place against the backdrop of global changes that are transforming the face of Europe, Asia, Africa and Latin America.

AFL-CIO Civil Rights Director Richard Womack praised ''the workers in Poland, the Chinese students in Tiananmen Square, blacks in South Africa and people in the labor movement in this country'' for their contributions to the regeneration of democracy around the world.

But he also stressed the urgent need for greater attention to human rights, civil rights and women's rights in the United States.

Secretary-Treasurer Thomas R. Donahue pointed out that it was trade unionists here and abroad whose ''faith, hope and solidarity have helped change the world,'' and who are ''resolved that it's never going to look the same again.''

But, he said, ''the struggle for freedom from tyranny, freedom from fear, freedom from want, freedom from ignorance or oppression'' is far from over in any country, including America.

Here at home, ''the fight for equality did not end with the legislative victories won by the civil rights revolution,'' Donahue told conference delegates. ''The discrimination and racial injustice of centuries has not dissolved in one generation; we were never foolish enough to believe that it would.''

Womack sharply criticized recent Supreme Court decisions narrowing the scope and effectiveness of civil rights legislation enacted during the past 30 years. ''Those decisions, if left unchallenged, will do great and irreparable injury to the hopes and aspirations of minorities and women,'' he declared.

They represent ''a turning away by the new majority of the court from the role it has played in civil rights matters,'' Womack said.

''We must remain cognizant of the fact that while the statutory barriers which once gave legality to segregation in many parts of the country have been removed,'' he declared, ''discrimination nevertheless exists and still prevents many of us from realizing equal opportunity simply because of the color of their skin, their sex or their ethnic heritage.''

AFL-CIO Legislative Director Robert McGlotten outlined labor's ambitious agenda to set the nation back on the road toward equal justice. This includes a drive on Capitol Hill for passage of a Civil Rights Act of 1990 and a continuing effort to assure fair enforcement of the 1986 Immigration Reform and Control Act.

Jack Otero, vice president of Transportation Communications Union and president of the Labor Council for Latin American Advancement, noted that the anti-discrimination provisions of the act are not being enforced, resulting in widespread discrimination against Hispanics.

One of the highlights of the session was the dedication of a conference room here at the Meany Center in memories of civil rights and labor activists A. Philip Randolph and Bayard Rustin, whose achievements, Donahue said, ''lifted them high above their fellow human beings.''

Randolph, he said, built ''bridges of understanding between the trade union movement and the civil rights movement,'' winning union recognition for the Sleeping Car Porters which he headed, leading the historic March for Jobs and Freedom, and securing passage of the landmark 1964 Civil Rights Act.

Donahue praised Rustin for traveling the world, ''speaking out on behalf of the helpless, the homeless, the poor, the exploited — teaching us that all human freedom is a seamless fabric which all of us have to repair whenever and wherever it is torn.''

Among other conference speakers were Judge Nelson A. Diaz of the Court of Common Pleas in the lst Judicial District of Pennsylvania; Executive Director Barbara Arwine of the Lawyers Committee Under Law; Bernard Anderson, manager of the Urban Affairs Partnership; AFL-CIO Economic Research Director Rudy Oswald; Alexis Herman, staff director of the Democratic National Committee; COPE Director John Perkins; Walter Kamiat of the AFL-CIO Legal Department; AFL-CIO Education Director Dorothy Shields; Myrtle Witbooi, a South African trade unionist; Gloria Johnson, director of social action for the Electronic Workers; and Pat Reuss, public policy director for the National Women's Political Caucus.

Ruling reinforces union role against strikebreaking tactics

The Supreme Court, in a 5-4 decision, has made it harder for employers to oust a union by hiring striker replacements.

The high court upheld the National Labor Relations Board, which said an employer cannot refuse to bargain in the belief that all striker replacements oppose the union and conclude the union has lost its majority status.

''The decision very definitely makes it harder for employers to get rid of unions through hiring striker replacements,'' said Walter Kamiat, AFL-CIO associate general counsel. But, he added, ''it does not in any way affect the right of employers to hire permanent replacements during a strike.''

Several bills before Congress would ban or limit the hiring of striker replacements.

The issue before the court was whether the NLRB, in determining whether an employer has evidence of good-faith doubt about a union majority, must presume that striker replacements oppose the union.

The board's position had changed over the years, but court reversals led it in 1980 to assume a no-presumption approach and proceed on a case-by-case basis.

The case testing the rule involved Curtin Matheson Scientific Inc. of Houston, which buys and sells laboratory instruments and supplies, and Teamsters Local 968.

In 1979, when the union rejected the final offer on a new contract, the employer locked out the 27 employees and the union weeks later went on strike. Five workers crossed the picketline and 25 strikebreakers were working when the employer refused to bargain and withdrew recognition.

The union filed an unfair labor practice charge. The NLRB found that the company lacked sufficient objective basis to doubt the union's majority support. The board ruled the company violated the law and ordered it to bargain.

The U.S. Court of Appeals for the Fifth Circuit, in a divided opinion, refused to enforce the board's order and held the company was justified in doubting the union's majority and the NLRB must so presume.

Supreme Court Justice Thurgood Marshall, in writing the majority opinion, said the NLRB took a rational approach. Economic concerns, he said, may force a replacement employee to work for a struck employer even though he supports the union and wants the benefit of representation.

''In this sense, the replacement worker is no different from a striker who, feeling the financial heat of the strike on herself and her family, is forced to abandon the picket line and go back to work,'' Marshall wrote.

Also, he said, a replacement, like a non-striker or strike crossover, may disagree with the purpose or strategy of the strike and refuse to support it, while still wanting representation at the bargaining table.

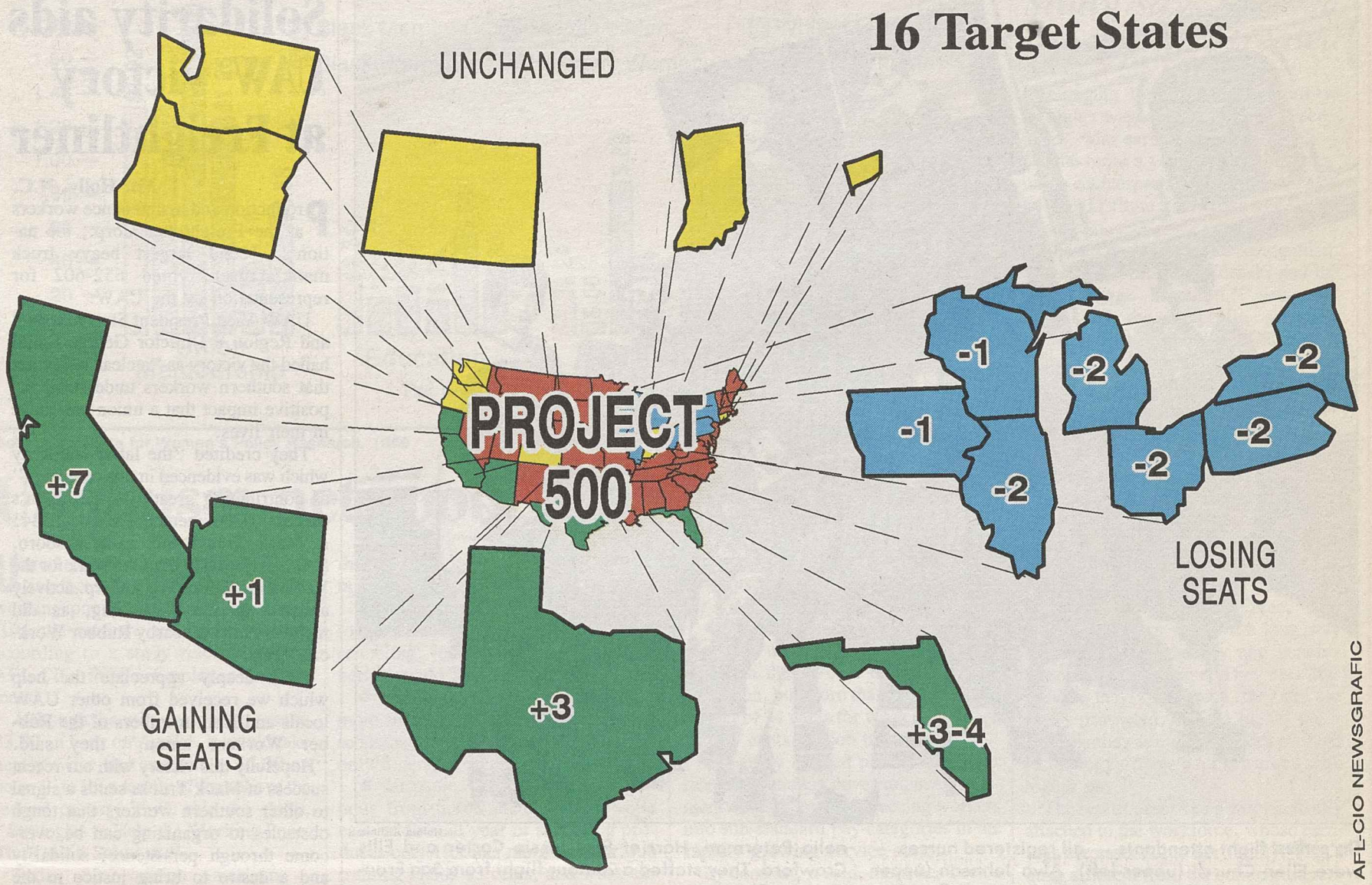
Kamiat noted that there are many reasons for strikers returning to work. ''They may be losing their homes; they may be broke; they may worry about being replaced,'' he said.

Marshall also wrote that the NLRB's refusal to adopt an anti-union presumption is consistent with the labor law's ''overriding policy'' of achieving ''industrial peace.''

Chief Justice William Rehnquist and Justices William Brennan, Byron White and John Paul Stevens joined Marshall in the majority opinion.

Justices Antonin Scalia, Sandra Day O'Connor, Anthony Kennedy and Harry Blackmun dissented.

In an amicus brief, the AFL-CIO asked the court to drop the ''good-faith doubt'' rule in favor of the NLRB election to test the union's majority, but the court ruled more narrowly.



States hold the key for labor, Democrats

Political alliance targets 16 pivotal states for advantage in redistricting

By Gene Zack

One of the most important political challenges facing organized labor in 1990 will be to lay the groundwork at the state level for the congressional redistricting process that begins next year.

Spearheaded by AFSCME President Gerald W. McEntee five years ago, labor is working with the Democratic party in an effort to make certain that pro-labor forces are not gerrymandered out of the picture in the U.S. House of Representatives.

As many as 20 states could gain or lose seats in Congress due to population shifts revealed in this year's census. Next year, state legislatures and governors will work on drawing new district lines. Ultimately, the dominant political party in each state will have the advantage in determining how those lines are drawn.

To meet the challenge of redrawing the political landscape, says McEntee, labor came up with a campaign known as Project 500, which refers to the number of state legislative seats that need to be protected or converted to the Democratic column to assure control over redistricting.

Labor conceived the special electoral project in 1985, after the Democrats had lost a total of more than 300 seats in legislatures around the country in 1982 and 1984 elections, which seemed to signal a wholesale shift to Republican policies in the early years of the Reagan administration.

What was needed, McEntee explains, was a mechanism to give the Democrats an early start in winning back those seats and adding to them. The campaign has allowed Democrats to outpace Republicans in this strategic area.

The program targets key states and races, then puts money and expertise behind those candidates in state House and Senate races. The project also targets gubernatorial races, since governors often have veto power over redistricting plans.

In the past five years, McEntee says, unions funded two-thirds of the program. And this year, labor is expected to underwrite half of the proposed $2.5 million endeavor.

"We have taken a traditional alliance and put it to work effectively in a non-traditional way," says McEntee. "For the first time, Democrats have a campaign program that is entirely targeted to state-level races whose outcomes could dramatically alter the shape of redistricting."

As Democratic National Chairman Ron Brown acknowledges, "thanks to the work of Project 500 and the critical support of labor, the hands that draw new district lines in 1991 will more often be Democratic ones."

But unions and the party still face critical challenges this year, Brown points out. "There are currently over a dozen key states with legislative chambers in which fewer than five votes represent the balance of party control," he says. "We will be in those states in force."

Project 500 has singled out 16 pivotal states in which it intends to bring to bear cash resources, targeting, opinion research, media production and other state-of-the-art campaign techniques. Democratic or Republican statehouse majorities are tenuous in these states, and reapportionment will have a dramatic impact on district boundaries.

The target states fall into three categories:

GAINERS — Arizona, 1; California, 7; Florida, 3-4, and Texas, 3.

LOSERS — Illinois, 2; Iowa, 1; Michigan, 2; New York, 2; Ohio, 2; Pennsylvania, 2, and Wisconsin, 1.

UNCHANGED (But where internal population shifts could mandate redistricting to conform to the one-person, one-vote principle) — Colorado, Connecticut, Indiana, Oregon and Washington.

All four states gaining congressional seats have gubernatorial elections this year. Currently, the states of California, Texas and Florida have Republican governors while Democrats control both houses of the legislatures. Conversely, Arizona has a Democratic governor, but Republicans rule both houses of the legislature.

Gubernatorial races also are coming up this year in the seven states losing congressional seats. Illinois, Iowa and Wisconsin have incumbent Republican governors, with Democrats in the majority in both legislative bodies.

Meanwhile, Democratic governors are seated in Michigan, New York, Ohio and Pennsylvania, where Republicans control the upper houses and Democrats control the lower houses.

All five of the targeted states that retain their current number of congressional seats have incumbent Democratic governors. Gubernatorial elections will be held this year in Colorado, Connecticut and Oregon. Democrats control both houses in Connecticut and Oregon, while Republicans control the Colorado legislature. Republicans hold a slight edge in Indiana's upper house, and the lower house has a 50-50 split.

Strategic preparation for gubernatorial and state legislative races — and thus the redistricting process — is one area in which Democrats have outpaced Republicans, says Tim Dickson, executive director of Project 500 and formerly with the Maintenance of Way Employees.

The campaign begins the critical final phase in the fight to control the redistricting process with some important victories to its credit.

Reviewing the role the labor-Democratic coalition played in the 1989 elections, McEntee says it will model campaigns in other states on its successful effort in New Jersey last year.

"Project 500's involvement in New Jersey was key to the party's successful attempt to pick up five seats and regain control of the Assembly," says McEntee. It also helped Democrat James Florio win the governorship. The group contributed one of the largest donations to the coordinated Democratic effort in New Jersey.

The coalition also played a pivotal role in the 1989 Virginia elections, which installed Douglas Wilder as governor, keeping the governor's mansion and both chambers of the state legislature in Democratic hands.

United Airlines

The earliest flight attendants — all registered nurses — were Ellen Church (upper left), Alva Johnson (upper right), and (from left) Margaret Arnott, Inez Keller, Cornelia Peterman, Harriet Fry, Jessie Carter and Ellis Crawford. They staffed a 20-hour flight from San Francisco to Chicago.

Up from 'sky girls': AFA logs 60 years

By Candice Johnson

The Flight Attendants are celebrating 60 years in the sky, marking the transition from ''sky girl'' to air safety professional.

While the industry has changed since the earliest attendants took off in 1930, AFA continues to focus on improving health and safety for passengers and attendants and gaining recognition for flight attendants as full professionals.

To celebrate the anniversary, AFA is conducting a nationwide public awareness campaign aimed at educating passengers about airline safety and the role and responsibilities of attendants in ensuring flying safety.

The union lobbied Congress to win a ban on smoking on nearly all domestic flights and is seeking other health and safety improvements, including child restraint seats.

AFA's goals for the 1990s include addressing safety conditions that affect attendants, such as cabin air quality, chronic fatigue, radiation exposure and injuries, winning uniform training and certification standards and improving job security and working conditions.

The earliest flight attendants were registered nurses, hired by Boeing Air Transport, a predecessor to United Airlines, to aid passengers on a 20-hour flight from San Francisco to Chicago in 1930.

Duties of the first attendants included not only tending airsick passengers but joining the bucket brigades used to refuel planes and helping pilots push the aircraft into the hangar after the flight.

The idea caught fire and, by the 1940s, most other airlines had hired female attendants. Then, a group of five United stewardesses organized to form the Air Line Stewardesses Association — the predecessor to the AFA — and won their first contract in 1946.

That agreement limited the time an attendant could fly, set rest periods, outlined a grievance procedure and increased monthly salaries to $155, the attendants' first raise since 1930.

Yet, as the industry expanded, airlines began setting arbitrary standards for female attendants — they were to be unmarried, attractive, meet set weight requirements and were forced to resign by age 35. These standards forced rapid turnover in the attendants ranks.

Provisions of the 1964 Civil Rights Act that barred sex-based discrimination in employment opened the door for overturning the discriminatory rules.

AFA continued to work for passenger safety improvements, launching the Campaign for Air Passenger Safety in 1981. The union pressed the Federal Aviation Administration to set limits on carry-on baggage, non-slip floors, galley stowage requirements and other safety upgrades.

In the wake of recent airline accidents and incidents, AFA forwarded recommendations to the FAA to make flying safer in the 1990s. These include:

- Limiting the threat of fires after a crash by improving the crashworthiness of fuel tanks and lines and updating protective breathing devices.
- Improving access to window exits.
- Retrofitting and strengthening seats to withstand greater impact and including life vests on all aircraft.

Unions gain early retirement package at AT&T

The Communications Workers and the Electrical Workers have reached a tentative agreement with AT&T that would extend eligibility for early retirement benefits to about 34,000 workers, nearly double the number now eligible to retire.

The agreement, which now goes to the membership for ratification, was described as a ''very mixed blessing'' by CWA President Morton Bahr.

''It is a sad statement that workers in their late 40s and early 50s can only look forward to pension enhancements, when they should have so many years of productive work ahead of them,'' Bahr said.

Bahr said the union requested that AT&T negotiate pension improvements to allow senior employees to retire under more favorable circumstances, ''to help ease the unrelenting pain of those workers who face AT&T's continual downsizing.''

Beginning May 1, AT&T will credit workers with an additional three years toward age and seniority, with workers in jobs that are likely to be phased out to receive five years' credit plus a 15 percent increase in pension payments.

The early retirement package — similar to a package offered to managers last year — came in the wake of AT&T's decision to lay off about 9,000 workers this year, despite a first-quarter jump in profits of 12.5 percent.

Solidarity aids UAW victory at Freightliner

Mt. Holly, N.C.

Production and maintenance workers at the Freightliner Corp., the nation's second largest heavy truck manufacturer, voted 652-602 for representation by the UAW.

UAW Vice President Stan Marshall and Region 8 Director George Smith hailed the victory as ''a clear indication that southern workers understand the positive impact that a union can make in their lives.''

They credited ''the labor solidarity which was evidenced in this campaign'' as contributing greatly to the union's success. UAW members in Local 5841 at Mack Trucks Inc. in Winnsboro, S.C., and Local 2069, who work for the Volvo-GM Heavy Truck Corp. actively assisted in the organizing, as did members of two nearby Rubber Workers locals.

''We deeply appreciate the help which we received from other UAW locals and from members of the Rubber Workers union,'' they said. ''Hopefully this victory with our recent success at Mack Trucks sends a signal to other southern workers that tough obstacles to organizing can be overcome through persistence, solidarity and a desire to bring justice to the workplace.''

The vote for UAW representation came despite vigorous opposition from management, which included hiring an anti-union consultant, holding captive-audience meetings and threatening workers who signed union cards, Marshall and Smith said.

Stage Employees mount CBS strike

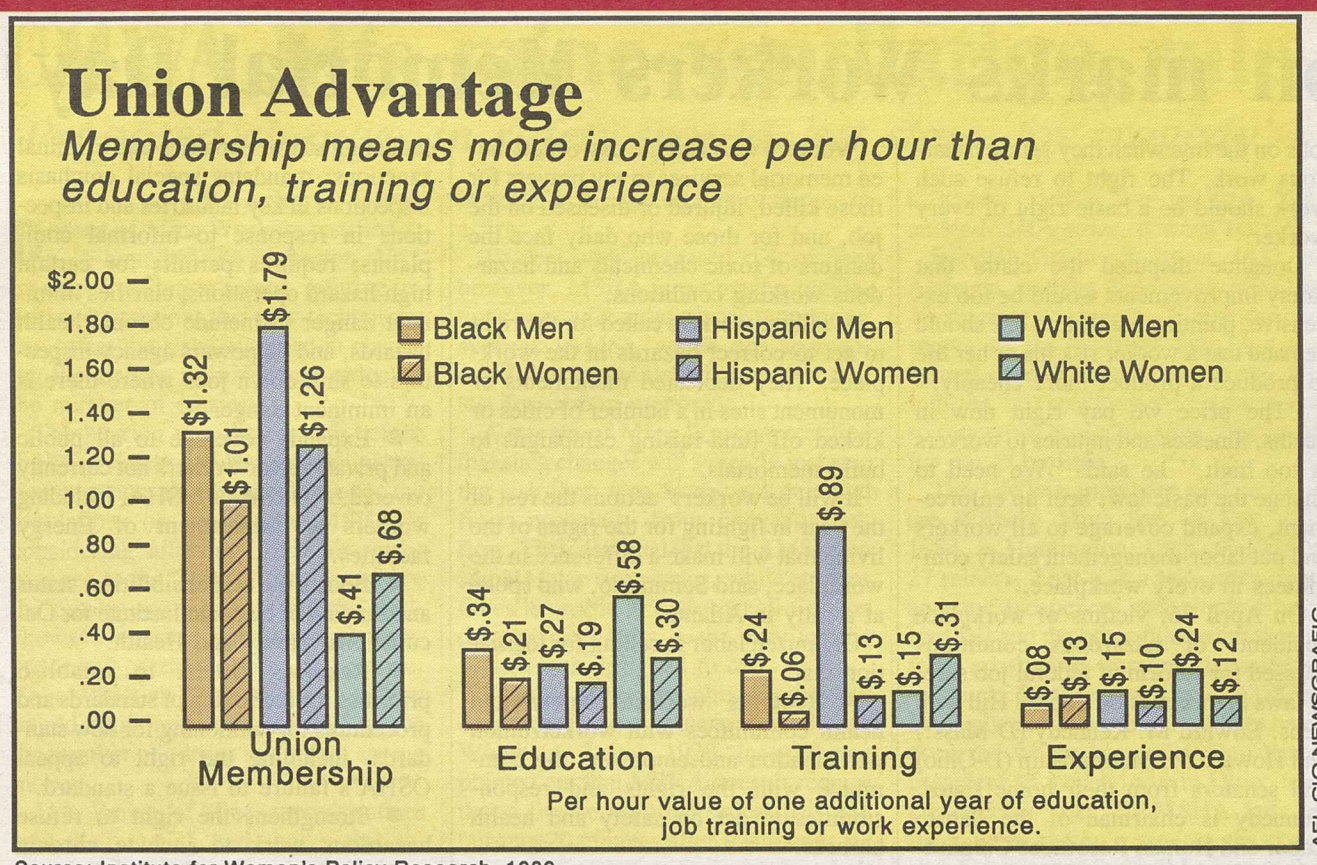
New York

Some 200 members of Theatrical Stage Employees Local 1 struck CBS Inc. on April 12 to protest the company's unilateral imposition of new work rules. It was the local's first strike in 40 years against the network.

The union's contract at CBS expired on Dec. 31, 1989, but members stayed on the job while negotiations continued. During that time, CBS management stuck to its initial proposal that the stagehands accept pay cuts of up to 50 percent, a reduction in benefits, and elimination of job security and work rules. The network instituted the new work rules on March 26.

IATSE Local 1 President Lou Edson has asked other CBS employees to refuse to do stagehands' work during the strike. The Local 1 members handle the electric, carpentry and property work required to design and light shows, and construct and operate theatrical equipment.

In a letter to advertisers, Edson urged them to let CBS management know that ''if they continue in their efforts to take away their employees basic rights, you will consider withdrawing your sponsorship.'' The union members also picketed the CBS broadcast of the Mets-Expos baseball game at Shea Stadiuim on April 21, and leafletted outside CBS Broadcasting Center.



Source: Institute for Women's Policy Research, 1989

AFL-CIO NEWSGRAFIC

Unionism nets poor highest pay gain

Union membership is the most effective factor in raising wages for the working poor, particularly black and Hispanic workers and white women, according to a study released by the AFL-CIO Public Employee Department.

Although the minimum wage rose to $3.80 an hour on April 1, it would take nearly twice that amount — $6.30 an hour — to lift a family of four above the federal poverty level, said the study, "Strategies to Help the Working Poor: The Union Solution."

Today, 23.7 million Americans — one-fifth of the U.S. workforce — earn below the official poverty line. This group includes 1.8 million public employees.

Based on research by the Institute for Women's Policy Research, the study showed these contributions that union membership makes to the wages of those on the lowest rungs of the economic ladder:

- It increases hourly wages $1.01 for black women, whereas additional schooling, job training and work experience add less than 40 cents.
- For black men, it means $1.32 more an hour, compared to 34 cents for schooling, 24 cents for job training, and only 8 cents for each year of work.
- Hispanic women gain $1.26 an hour from union membership, while each additional year of schooling produces only 19 cents more an hour, job training yields 13 cents, and work experience produces only 10 cents.
- Hourly wages for Hispanic men increase $1.79 with union membership, but job training translates into only 89 cents and education and work experience yield less than 27 percent.
- Wages of white women increase 68 cents for union membership, compared to 30 cents more for education, 31 cents for job training and 12 cents for work experience.
- Wages of white men go up 41 cents for union membership, slightly less than the 58-cent increase due to education, but more than the combined impact of 24 cents for work experience and 15 cents for job training.

The study blamed private employer resistance and lax government enforcement of labor laws for freezing workers into sub-standard pay categories in the rapidly growing service sector.

By contrast, it said, there has been a growth in public sector unionization, due primarily to the expansion of state collective bargaining rights.

In the 26 states that have such laws, the PED said, the unionization rate is 57 percent. In the states without collective bargaining laws, the rate drops to 11 percent.

NATCA urges Bush to rehire controllers

Las Vegas

Delegates to the National Air Traffic Controllers Association convention called on President Bush to allow controllers fired in 1981 to apply for new positions as air traffic controllers.

The convention urged that fired controllers be permitted to compete for vacancies as established by the Federal Aviation Administration. That action could be accomplished by a presidential executive order, delegates said in voting overwhelmingly for the resolution.

"It is time to heal the wounds of the 1981 strike and it is time to show compassion for those controllers and their families who have suffered enough for their actions of nine years ago," NATCA President R. Steve Bell said.

"We must also recognize that there are identifiable controller shortages at many critical air traffic facilities in the nation that can be met in a short time by allowing some of these qualified individuals to reapply," he said.

More than 11,000 air traffic controllers — members of PATCO, the Professional Air Traffic Controllers Organization — were fired by President Reagan during the August 1981 strike. NATCA was certified as the new controllers union in June 1987.

Bell said the rehiring of fired controllers would not result in the loss of jobs for current NATCA members, but would benefit the flying public.

Delegates heard from Transportation Secretary Samuel K. Skinner, Reps. Doug Bosco (D-Calif.) and Secretary-Treasurer John Leyden of the AFL-CIO Public Employee Department.

Court upholds NLRB hospital unit organizing rule

Continued from Page 1

decision upholding the rule on the makeup of bargaining units.

Stephens called the court's decision "a very gratifying victory" for the labor board — one that acknowledged "the appropriateness of rulemaking in an area that has been plagued by administative chaos and delay for well over a decade."

Health care is the fastest-growing employment field in the nation and has been given a top organizing priority by AFL-CIO affiliates. According to the Labor Department, employment in health services increased by about 540,000 jobs in the past year alone.

Besides SEIU and AFSCME, AFL-CIO affiliates involved in organizing health care workers include the Retail, Wholesale and Department Store Union, the Food and Commercial Workers, the Teachers, the Teamsters, the UAW, the Communications Workers and the Steelworkers.

The court decision "absolutely opens the way for organizing drives," said Candice Owley, Teachers vice president and chairwoman of its Federation of Nurses and Health Professionals."

Owley predicted a "significant increase in nurses organizing," noting nurses' common problems and grievances over wages, hours, staffing and mandatory overtime.

There are about 2 million nurses nationwide, about 1.6 million of whom are organizable, Owley said. The Teachers union has about 40,000 health care members, most of whom are nurses.

Unions began organizing health care workers in 1974, when amendments to the National Labor Relations Act gave them the same rights as other workers. Besides hospitals, the organizing fields have included nursing homes, HMOs and clinics.

The eight-unit bargaining rule, "will streamline the administrative process by elimination of delays, protracted hearings and other obstacles," the NLRB's Stephens said.

"Acute care" distinguishes a hospital from a "long-term care" insititution, such as psychiatric units which are also sometimes called hospitals.

Clericals gain $56 a week with a union

Study says women are unfairly treated

Belonging to a union pays off in higher wages for clericals and secretaries, who earn $56 more a week — $2,900 more a year — than their non-union counterparts, reports a new study by the Institute for Women's Policy Research.

The study, "Raises and Recognition: Secretaries, Clerical Workers and the Union Wage Premium," was conducted by the nonprofit, scientific research organization for AFSCME. It is based on the current population survey by the U.S. Census Bureau.

For clericals and secretaries, the union representation premium is $50 per week if they work for local governments and $60 per week if they work for state governments. More than one-third are union members.

"This study shows clearly that secretaries and clerical workers gain from union membership," said AFSCME President Gerald W. McEntee, "but this study shows we have a long way to go to secure the pay and benefits these workers deserve. They earn less because they are women, they are too rarely promoted, and the higher order of skills they use daily in today's high technology offices isn't rewarded with higher pay."

The report describes a woman firmly attached to the workforce, whose earnings are essential to her family. That's quite different from the common stereotype of a young, white, single woman working temporarily.

Although secretaries and clericals tend to have a high number of years at their current job — an average of seven years — their work is undervalued and unrecognized.

At the same time, the median earnings of secretaries and clerical workers fall short in comparison to other categories of full-time, non-managerial and non-professional workers. The 1988 median annual earnings of full-time non-supervisory secretaries and other clerical workers would be less than $15,600. These earnings are less than 150 percent of the poverty line for a family of four.

State and local government and private service are the lowest-paying sectors compared to the federal government and other private service, so the benefits of a union contract are even more important for public employees.

The more than one-third of full-time non-supervisory secretaries and clerical workers employed by state and local governments who are union members or covered by a union contract, gain $50 per week (an additional 18 percent) if they work for local governments and $60 per week (20 percent) if they work for state governments.

Only 26 states and the District of Columbia have legislation that provides some form of collective bargaining rights for public employees.

"That's especially unfortunate for secretaries and clerical workers since union representation provides such big benefits," said Mary Scheckelhoff, AFSCME Director of Women's Rights. Scheckelhoff noted that half of AFSCME's 1.25 million members are women, and that of the 189,000 new members AFSCME has organized in the last 10 years, seven out of 10 have been women.

Call to action marks Workers Memorial Day

By Arlee C. Green

April 28, the second Workers Memorial Day, was a time of remembrance and action as workers across the nation participated in memorial services and other events that honored those killed, injured or diseased on the job.

This year's observance allows organized labor to underscore the need to revise the 1970 Occupational Safety and Health Act, to empower workers with the right to act to prevent injuries and illnesses on the job, said AFL-CIO Safety and Health Director Peg Seminario.

In preparation for this year's observance, Seminario and AFL-CIO Secretary-Treasurer Thomas R. Donahue conducted a satellite broadcast from the federation's headquarters, beaming labor's message to television stations in 18 cities.

One interview was conducted in Spanish, with AFL-CIO hygienist Diane Factor discussing the issues with a reporter for the Hispanic television network Telemundo.

Donahue explained that 40 million workers are not covered by the current law and that workers now "put their jobs on the line when they refuse hazardous work. The right to refuse such work should be a basic right of every worker."

Donahue disputed the claim that safety improvements would be too expensive, pointing out that no one should demand that a worker risk his or her life to produce a product more cheaply.

"The price we pay right now in deaths, illnesses and injuries to workers is too high," he said. "We need to change the basic law, beef up enforcement, expand coverage to all workers and put labor-management safety committees in every workplace."

On April 26, victims of workplace accidents or hazardous conditions pressed for reform of federal job safety laws in meetings on Capitol Hill with Sens. Edward M. Kennedy (D-Mass.) and Howard M. Metzenbaum (D-Ohio) and senators from their home states. Kennedy is chairman of the Senate Labor and Human Resources Committee and Metzenbaum chairs its subcommittee on Occupational Safety and Health.

On April 28, in plants and offices and at construction sites, workers on the job paused for a moment of silence.

Workers who had the day off attended memorial services to say prayers for those killed, injured or diseased on the job, and for those who daily face the dangers of toxic chemicals and hazardous working conditions.

At rallies, workers called for the right to act to correct hazards in the workplace. They dedicated monuments or monument sites in a number of cities or kicked off fund-raising campaigns to build memorials.

It will be workers' actions the rest of the year in fighting for the rights of the living that will make a difference in the workplace, said Seminario, who spoke at a rally in Atlanta.

Organized labor is calling for legislation that:

- Requires worksite safety and health committees with worker/union participation and empowers the committee with the rights and responsibilities to act on safety and health hazards.
- Requires employers to have a safety and health program, including a competent person who is qualified to identify and take corrective actions on health and safety hazards.
- Strengthens OSHA enforcement, including stiffer penalties and criminal sanctions; mandates special emphasis inspections in key industries and inspections in response to informal complaints; requires permits for certain high-hazard operations; clarifies imminent danger to include chronic health hazards, and empowers agency inspectors to shut down jobs where there is an imminent danger.
- Expands coverage to all public and private sector workers not currently covered by OSHA or MSHA, including workers at Department of Energy facilities.
- Boosts the responsibilities, status and funding of National Institute for Occupational Safety and Health.
- Requires OSHA to establish priorities for the setting of standards and procedures for petitioning for new standards, including the right to appeal OSHA's failure to issue a standard.
- Strengthens the right to refuse hazardous work to include chronic health hazards, and enhances other provisions to protect workers who exercise their safety and health rights.
- Expands requirements on employer reporting of injuries, illnesses and fatalities.

Laborers call for partnership in hazardous waste cleanup

A labor-business-government partnership is needed to work against "the devastation of our environment," union and employer representatives stressed at a national conference on hazardous waste cleanup.

The session, sponsored by the Laborers-Employers Cooperation and Education Trust, brought together representatives from labor, management and the federal Environmental Protection Agency for the beginning stages of a campaign to "get on with the job of cleaning up America."

The joint trust — created to unify hazardous waste removal work by the Laborers and union contractors — informs contractors of new technologies, equipment and work practices, holds seminars and training sessions and conducts public information programs.

As part of the Superfund cleanup effort, the Laborers, Operating Engineers and Teamsters announced that a national agreement which outlines the jurisdictional rights of each union had been reached.

LIUNA Secretary-Treasurer Arthur A. Coia said the buildup of hazardous waste was at a crisis stage, with tens of thousands of specially trained workers required to eliminate toxic substances that endanger everyone's health.

"Some 250 million tons of this waste pile up each year, one ton for every man, woman and child in the United States," he said. "And the waste keeps coming . . . from chemical and plastics manufacturers and from oil companies, from the energy and defense departments, from the bomb makers and those who make our nuclear weapons," he added.

The Laborers have set up 73 training centers nationwide where members learn safe methods and skills for asbestos and lead abatement and hazardous waste removal. Under a federal grant from the National Institute of Environmental Health Sciences, more than 3,000 workers have received special training for hazardous waste handling, with one center equipped with simulated trenches and lagoons for training exercises.

The union is planning a program to train workers involved in nuclear waste disposal efforts.

The union's training programs place great emphasis on safety, Coia stressed, since handling "most chemicals dumped at abandoned sites can be lethal" and "any lag in training will be measured in injury and in death."

Tony Dugal/Laborers

Laborers clean up "toxic waste" at LIUNA training facility.

OCAW presses for tough enforcement of Phillips fines

By Arlee C. Green

The Oil, Chemical and Atomic Workers called on the Occupational Safety and Health Administration to "stick to its guns" in enforcing $6.4 million in fines against Phillips 66 Co. and a contractor responsible for an explosion Oct. 23, 1989, that killed 23 workers at a petrochemical plant in Pasadena, Texas.

OCAW President Joseph Misbrenner said the penalty against Phillips — $5.7 million — represents "no real penalty" when balanced against the firm's $12 billion annual revenues, or against the cost to the victims and their families.

He noted that OSHA "has a history of making deals . . . reducing the severity of the violations as well as reducing the fines that apply." Phillips has announced that it will appeal the fine.

Misbrenner blamed current practices in the oil and petrochemical industries for the tragedy. "Every oil refinery, every petrochemical plant are time bombs ticking away — tragedies waiting to happen," he said.

"The industry is running these facilities into the ground, and that, coupled with the pervasive use of contract labor throughout the industry insures that they will continue to blow up with regularity," he said.

In proposing the $5.7 million fine against Phillips — the second largest penalty in its history — OSHA charged the firm with 566 willful violations for failing to protect the 566 workers on the site from danger of fire and explosion. It proposed a penalty of $10,000 for each violation. An additional nine serious violations netted a $6,200 proposed penalty.

Fish Engineering and Construction Inc., a contractor that did maintenance at the plant, was cited for 181 willful violations at $4,000 each and 12 serious violations at $5,500 total and one other than serious at $100, for a total proposed penalty of $729,600.

OSHA said its investigation found the primary cause of the fire and explosions was the release of 85,000 pounds of flammable gases from an open valve during maintenance operations. Two other explosions involved a 20,000 gallon isobutane tank and the polyethylene reactor.

Labor Secretary Elizabeth Dole, in announcing the fines, said the initial explosion had the force of 2.4 tons of TNT and was equivalent to an earthquake with the magnitude of 3.3. on the Richter scale.

The tragedy is magnified by the "clear evidence that this explosion was avoidable had recognized safety procedures been followed," Dole said. "OSHA has uncovered internal Phillips documents that called for corrective action, but which were largely ignored."

OSHA Administrator Gerald Scannell said the investigation revealed that Fish "has become accustomed to tolerating safety and health violations at the site by Phillips as well as participating in those violations by knowing about them and not taking direct positive action to protect its employees."

UMWA hits mine ventilation rule

Proposed changes in safety would 'set stage for tragedy'

By Arlee C. Green

Dozens of Mine Workers testified at a 15-hour hearing in Reston, Va., on mine ventilation safety, refuting industry contentions that new technology can offset the risks involved in changing the airflow in mines and reducing the number of entries.

The hearing was the seventh before the Mine Safety and Health Administration on proposals to radically change the regulations on ventilation. MSHA is considering allowing fresh air to be pumped to the "face," the area where the miners are working, via the haulageway, where a four-foot-wide conveyor belt carries coal out of the mine. This "belt-air" ventilation system would allow mine operators to reduce the number of entries to a mine, saving money.

U.S. Bureau of Mines representatives said their testing had shown that increasing the air flow in a belt air setup will not stir up more dust and will not increase in the spread rate of flames in a fire.

To deal with increased risk of fire, however, MSHA is proposing regulations to require atmospheric monitoring systems (AMS), which are sophisticated, computer-linked monitors that test for carbon monoxide.

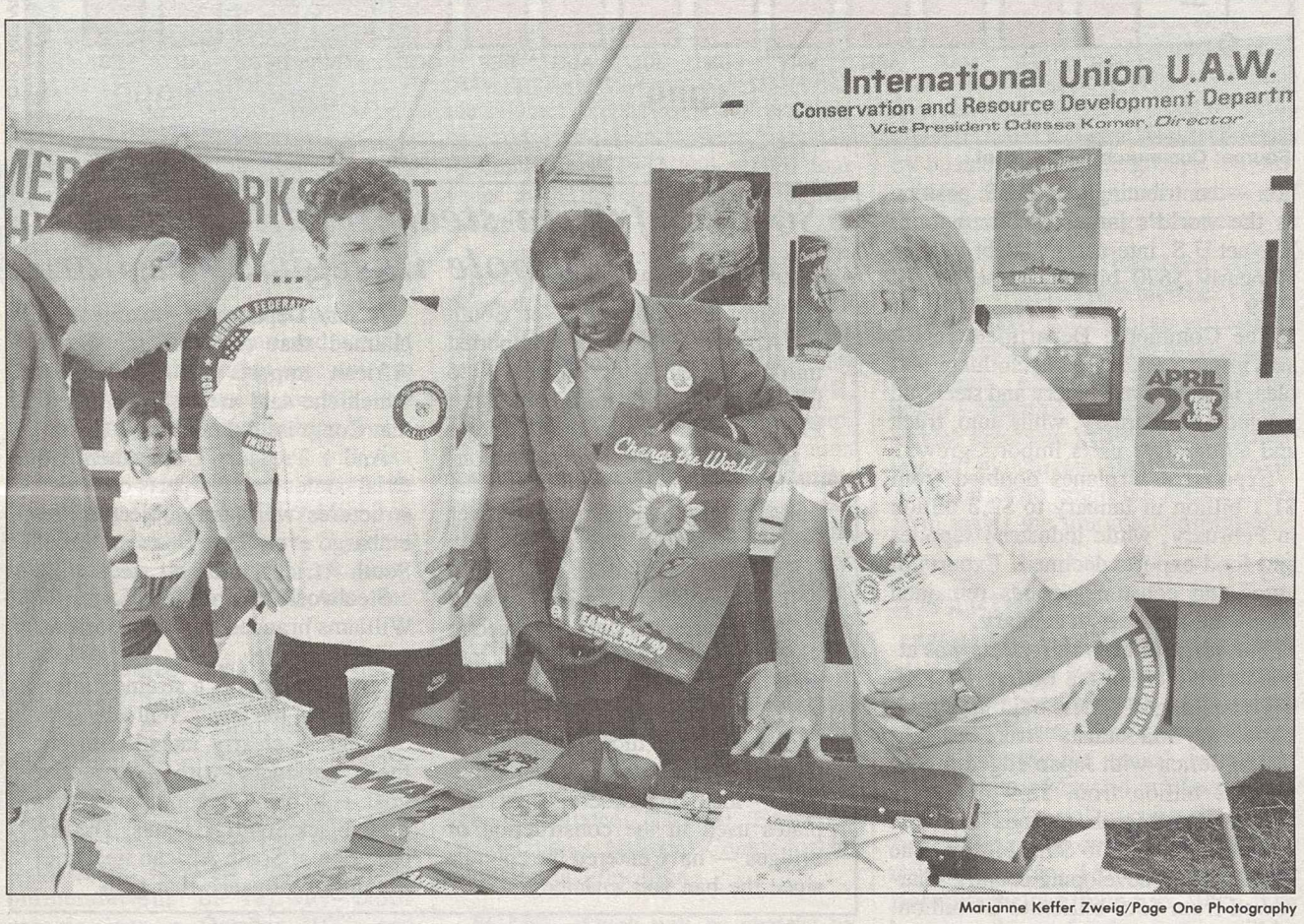
A stream of Mine Workers testified that such changes will severely increase the risk they face from coal dust and fires, especially from conveyor belt fires. They declared that the AMS often sounds false fire alarms, while at other times is unable to detect small fires on the conveyor belts — the very job the system was designed to do.

Fires in mines are almost everyday occurrences, the miners said. James Wood of Local 1928 in Alabama pointed out that MSHA doesn't require that a fire be reported unless it is still burning 20 minutes after it is found. He pointed out that a fire-retardent belt burned in his mine for 18 minutes and a 20-foot section was missing. Yet, under MSHA rules, it wasn't a fire.

Randall Green of Local 1483 in Alabama, said the AMS in his mine has 18 monitoring points. A fire pushed smoke to the working face, but the system showed nothing was wrong. He said the 170 members of his local are so concerned about this issue "they paid for me to be here."

The UMWA members also recalled the Wilberg Mine fire on Dec. 19, 1984, in Huntington, Utah, that killed 27 miners. That was a two-entry mine and one escapeway was blocked by a roof fall and the other filled with smoke from a belt fire, trapping the miners.

Chuck Pfineger of Local 2258 in Pennsylvania, reported seven fires have occurred where he works. Dan Rine, president of Local 1638 in Ohio, told the officials that "if MSHA fails to listen to the nation's experts, the rank-and-file miners, you will be setting the stage for mine disasters."



Marianne Keffer Zweig/Page One Photography

Organized labor displayed its concern for the environment at the National Earth Day Expo on the Mall in Washington, where literature explained labor's commitment to environmental issues. The co-sponsors were the AFL-CIO, Food and Allied Service Trades Department, UAW, Food and Commercial Workers, Sheet Metal Workers, Clothing and Textile Workers, Machinists and Communications Workers.

AFSCME wins Alaska pay awards

In back-to-back victories for Alaska's state general government unit employees, AFSCME won an arbitrator's award affecting approximately 2,200 Class I employees, then reached settlement with the state for approximately 6,000 additional Class II and III employees.

Class I, or so-called "essential" employees, comprise corrections personnel, youth counselors, hospital and other health workers, while Class II and III employees represent a variety of other state employees.

In September 1988, the Alaska State Employees Association affiliated with AFSCME and was chartered as ASEA/AFSCME Local 152. But when the state stonewalled on bargaining, AFSCME exercised its right to take the matter to arbitration under the state's collective bargaining law.

The contract for Class I under the arbitrator's award becomes effective July 1, and runs through April 30, 1993. The contract, which offers a one-time compensatory payment of $400, calls for pay increases that include an across-the-board increase of 4.25 percent effective July 1 and a cost-of-living increase with a cap of 5 percent effective July 1, 1991, and July 1, 1992.

Overtime will be paid after 37.5 hours for a majority of employees, but employees who are on a normal schedule of 40 hours per week will receive overtime after 40 hours.

The arbitrator sided with AFSCME's position seasonal employees, who will be allowed to earn compensatory time, accrued until the end of each season. When comp time is used, employees will continue to accrue leave and benefits with the exception health insurance.

Health insurance premiums will continue to be paid by the state at the current level until Feb. 1, 1992, when the state will pay increases in premiums of up to 10 percent above the 1991 premium, with any additional increases paid by the employee. A joint union/management health insurance committee is established to review and recommend changes or cost containment measures.

The contract settlement with the state for Class II and III employees is expected to be ratified under an expedited process completed by April 29.

The settlement calls for pay increases of 3.3 percent retroactive to Jan. 1. Class II and III employees also will receive a cost-of-living increase with a cap of 5 percent, effective Jan. 1, 1991, and Jan. 1, 1992. The contract is due to expire Dec. 31, 1992.

On health insurance coverage and overtime pay, the state contract provides Class II and III employees with the same package won by Class I employees.

Inbrief

Budd agrees to start new hearing program

The Budd Co., a manufacturer of automotive parts, agreed in a settlement with the Occupational Safety and Health Administration to institute corporate-wide hearing conservation and record-keeping programs and to pay $1.5 million in penalties for violating federal job safety laws.

The company's Philadelphia plant was cited last Dec. 12 for violating federal noise and hearing conservation standards, record-keeping and other regulations. The agency proposed a $3.3 million penalty for the plant, which manufactures automotive doors and lift-gates on stamping lines. The firm had until April 30, 1991, to reduce noise at the plant through engineering controls and repair and maintenance actions.

The firm, a subsidiary of the Germany-based Thyssen Industries, has 6,000 employees in plants in Indiana, Tennessee, Kentucky, Michigan, Ohio and Pennsylvania.

SURFACES AND FALLS — OSHA is seeking comments on proposed amendments to two safety standards — walking/working surfaces and fall protection. Written submissions and requests for public hearings on either proposal should be submitted to the agency before July 9.

The proposed amendments to the walking/working surfaces standard cover the design, construction and maintenance of surfaces, training requirements for workers using ladders, stair railing and load limits, scaffolding, elevated work platforms, and ramps and bridging devices.

The proposed changes in the fall protection standard covers guardrails and alternative protections systems, evaluation of the compatibility of protection components, and matching fall protection systems to specific work situations.

TOXIC EXPOSURE — OSHA has scheduled a public hearing for May 30 on a proposed standard on the use of respirators versus engineering controls in protecting workers exposed to toxic substances.

The proposed changes to the air contaminant and respiratory protection standards would allow the use of respirators in lieu of engineering controls in many circumstances in which engineering controls are not deemed practical.

LAB STANDARDS — Nearly 1 million workers will be covered by OSHA's new standard on hazardous chemicals in laboratories. The new rule differs from other agency standards in that it "does not establish new exposure limits, but sets other performance provisions designed to protect laboratory workers from potential hazards in their work environment," OSHA said.

Under the rule, laboratories are required to write and implement a chemical hygiene plan to prevent overexposures to toxic substances. The standard provides for employee training and information, medical consultation and examinations, hazard identification, respirator use and record-keeping "while allowing a large measure of flexibility in compliance methods," OSHA said.

DATA

Trade deficit decline seen as aberration

The nation's merchandise trade deficit narrowed from $9.3 billion in January to $6.5 billion in February, fueled by import declines of $1.2 billion in petroleum products and $1.6 billion in manufactured goods, the Commerce Department reported.

Even so, the continuing shortfall in manufactured goods accounted for $5.5 billion, or nearly 85 percent, of the overall U.S. foreign trade deficit.

Imports totaled $38.1 billion in February, declining $3.1 billion over the month, while exports amounted to $31.9 billion, down $0.3 billion from January despite a sharp rise in aircraft shipments.

February's trade gap, the narrowest monthly deficit in six years, is an aberration in the actual state of the international trade picture, AFL-CIO economist Mark A. Anderson said.

He pointed out that the value of the U.S. dollar has been rising in recent months, particularly against the Japanese yen. As a result, a surge of imports can be expected in coming months.

The rising value of the dollar makes U.S. goods more expensive abroad and foreign goods cheaper here, Anderson noted.

In a separate report ordered by Congress, the Treasury said that if there is any improvement in the U.S. current account position in 1990 it would be modest, and warned that "the possibility of deterioration cannot be excluded."

The current account, which is the broadest measure of the trade deficit, includes financial transactions as well as trade in goods and services.

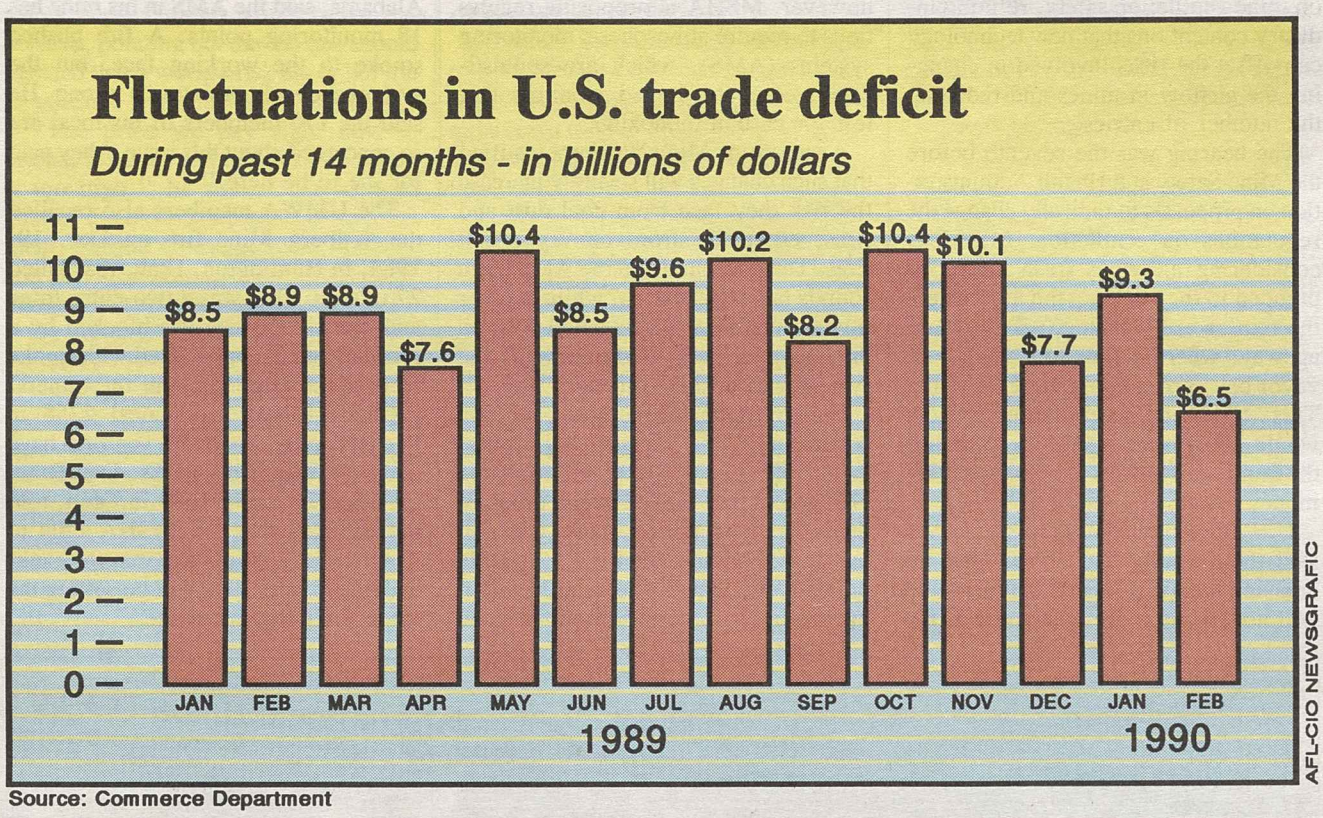
In 1989, the merchandise trade deficit totaled $109 billion, while the current account deficit amounted to $106 billion — contributing to the U.S. position as the world's largest debtor nation. The net U.S. international debt swelled to nearly $670 billion at the end of 1989.

The Commerce Department report said imports decreased in clothing, textiles, industrial machinery and steel mill products in February, while auto, truck and automotive parts imports grew.

Exports of airplanes doubled from $1.1 billion in January to $2.3 billion in February, while industrial supplies and food exports declined. Exports of autos and consumer goods remained about the same as in January.

The surge in aircraft exports was attributed largely to the Boeing Co. filling a backlog of orders built up during the 47-day Machinists' strike last fall.

The deficit with Japan edged higher to $3.2 billion from $2.9 billion in January, and with Canada declined from $0.6 billion to $0.3 billion. The shortfall with developing countries narrowed from $5.9 billion to $4 billion.



Source: Commerce Department

South African steel products come through loophole in legislative ban

Nearly a million tons of South African steel have been imported into the United States despite a 1986 law banning the shipments until Pretoria ends its apartheid policy.

But the Bush administration contends that there is a loophole in the sanctions that Congress enacted over President Reagan's veto.

The 1986 statute states, "Notwithstanding any other provision of the law, no iron or steel produced in South Africa may be imported into the United States."

The Commerce Department acknowledged that more than 900,000 tons of South African steel products — including girders, beams and plates used in the construction of bridges — have entered the country since the ban was enacted.

A State Department spokeswoman claimed that most of the South African imports are ferroalloys, which she said are strategic goods that Congress did not intend to ban.

And a Treasury Department official contended that parts of bridge structures were not subject to the embargo even if they were made of South African iron and steel.

Steelworkers President Lynn R. Williams branded the Bush position as indefensible.

"At best, this is a strained interpretation of the law," Williams said. "Congress clearly intended to bar these products with a singular goal — to bring freedom and equality to black South Africans. The importation of South African steel does nothing to advance that goal."

Inflation rate soars during first quarter

By John R. Oravec

The cost of living increased at a sharp 8.3-percent annual rate in the first quarter of 1990 even though the government's consumer price index for urban wage earners (CPI-W) eased in March to a 0.4-percent rise.

The CPI-W had increased 0.5 percent in February and 1.1 percent in January — two of the steepest back-to-back monthly increases in a decade.

Over the past 12 months, the CPI-W advanced 5.2 percent, the Bureau of Labor Statistics reported. For all of 1989, the index rose 4.6 percent. That inflation rate would be easily eclipsed in 1990 if the first quarter pace continues.

Higher costs of clothing, medical care, housing and miscellaneous goods and services led the March rise in the index, the BLS data showed.

The sharpest jump was in apparel and upkeep, which rose 1.9 percent last month after a 2.9-percent surge in February. The compounded annual rate for the first three months of the year came to 20.4 percent.

While food and beverage prices increased only 0.3 percent in March, the annual pace hit 11.1 percent for the quarter with increases of 0.6 percent in February and 1.7 percent in January.

Other components of the CPI-W posting stiff quarterly increases were transportation, up 8.7 percent; medical care, up 8.2 percent, and miscellaneous goods and services, up 8.1 percent.

The BLS index for all urban consumers (CPI-U) advanced 0.5 percent in March and posted an 8.5-percent annual rate increase for the quarter. Most union contracts with cost-of-living adjustment clauses are keyed to the CPI-W.

AFL-CIO economist Anne Draper noted that while heating oil prices dropped 3.4 percent in March, they were up 12.4 percent from a year ago. Gasoline prices declined 1.6 percent over the month, but were 9.6 percent above March 1989.

After adjustment for the rise in prices, average weekly wages edged up 0.1 percent in March, but were 1.3 percent below the year-ago month.

Inflation erosion is even worse over the decade, Draper pointed out, with real weekly wages lagging 5.4 percent behind March 1980.

In other sectors of the economy:

- Housing starts fell 9.3 percent in March to an annual rate of 1.3 million units, the second monthly decline in succession, the Commerce Department reported. The February decline was 7 percent.
- Industrial production rose 0.7 percent in March on top of an 0.8 percent gain in February, the Federal Reserve said. The two monthly advances stem from a rebound in auto output, which had been sharply curtailed in January.

The Fed also said the operating rate of factories, mines and utilities — which usually moves in tandem with industrial production — rose by 0.4 percent to 83.2 percent last month. The rate was more than 2 percent below March 1989.

- Businesses are planning to increase spending on plants and equipment by 7.6 percent this year, the lowest gain in three years, the Commerce Department said. After adjustments for inflation, the planned outlays are expected to total $503 billion, compared with $468 billion in 1989.

Icahn spin-off plan opposed by USWA

AFL-CIO President Lane Kirkland has sent a letter to pension fund trustees who hold shares in USX Corp., pointing out that the Steelworkers have opposed a proposal by Carl Icahn to spin off the steel operation into a separate company.

The Steelworkers are urging shareholders to vote against Icahn's non-binding resolution during the annual meeting of the board of directors in Findlay, Ohio, May 7.

The union decried "USX's steady surrender of its interest in steel production" during the 1980s and called on the company to "renew its commitment to steel."

Kirkland's letter, accompanied by analysis of the steel subsidiary, urges trustees to "place this information in the hands of the individuals responsible for voting your USX proxies so that they may better evaluate what is in your fund's best interest."

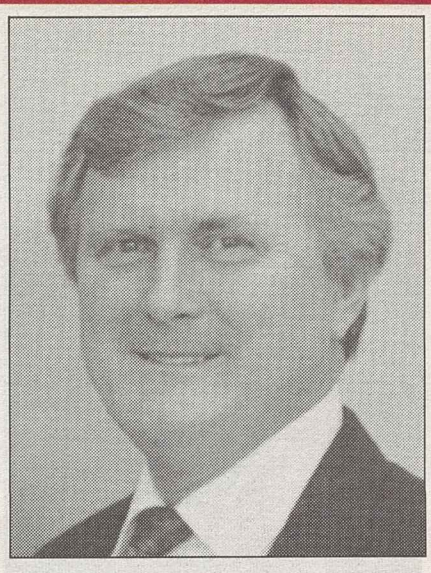
2 are named regional chiefs in N.Y., Texas

Mary Crayton and Al Williams have been named regional directors for the AFL-CIO Department of Organization and Field Services. The appointments, effective April 19, were announced by department Director Dick Wilson.

Crayton, 41, will direct Region 7 — New York, New Jersey, Puerto Rico and the U.S. Virgin Islands. She has worked the past three years as a field representative in Region I, based in Ft. Wayne, Ind. An Alabama native, Crayton previously served as president of OPEIU Local 60 in New Orleans, and as a vice president of the Louisiana AFL-CIO.

Crayton replaces Humphrey Donahue, the Region 7 director since 1984. Donahue has been named to the new position of national liaison to Community Services and the Department of Employee Benefits for his department.

Mary Crayton



Al Williams

Williams, 48, becomes director of Region 4 (Texas, Louisiana and Mississippi) after serving as assistant director in Region 5, headquartered in Atlanta. Originally an organizer and editor with the Machinists Local 837 in St. Louis, Williams has been involved in organizing campaigns in Montana, Alaska, the Pacific Northwest and Texas during his 12-year service with the federation.

Williams replaces Wilbert Williams, who retired in February.

Meany journal is among best

Labor's Heritage, the publication of the George Meany Memorial Archives, has been named one of the best new magazines in 1989 by the Library Journal.

The Journal cited Labor's Heritage as "a magazine for people who work. The missing chapters that should be in our high school and college textbooks . . . presented in a lively fashion."

The quarterly labor magazine recently expanded its influence when the Carpenters ordered 1,000 subscriptions to be distributed to schools in California.

For more information and subscriptions, contact the George Meany Memorial Archives, 10000 New Hampshire Ave., Silver Spring, Md. 20903. Phone 301/434-6404.

Newsmakers

Clothing and Textile Workers President **Jack Sheinkman** and activist **Jesse Jackson** are touring four states to focus public attention on the situation of southern textile and clothing workers. Sheinkman and Jackson will visit plant gates, hold rallies and meet with community leaders April 29-May 3 in Greensboro and Charlotte, N.C., Johnsonville, S.C., Augusta and Columbus, Ga., Troy and Birmingham, Ala., and Atlanta.

C.J. Chamberlain, a former president of the Railroad Signalmen, was reappointed to his third full five-year term as the labor member of the U.S. Railroad Retirement Board by President Bush. He was confirmed by the Senate in early April. He was first appointed to the Board upon the unanimous recommendations of railway labor organizations in October 1977, and reappointed in August 1979. He previously served as chairman of the Railway Labor Executives' Association.

The appointment of **Glen L. Bower** as chairman of the U.S. Railroad Retirement Board was also approved by the Senate. Bower had been assistant director of the Illinois Department of Revenue since 1983 and served four years in the Illinois House of Representatives.

Six labor representatives were appointed by Labor Secretary **Elizabeth Dole** to the 31-member Secretary's Commission on Achieving Necessary Skills (SCANS). They are: **Charles E. Bradford,** director of apprenticeship, employment training and rehabilitation for the Machinists; **Sandra Feldman,** president of the American Federation of Teachers local in New York; **Jay H. Foreman,** executive vice president and executive assistant to the president of the Food and Commercial Workers; **Yvette Herrera,** assistant to the executive vice president for training at the Communications Workers; **Joan Patterson,** executive co-director of the UAW's Chrysler National Training Center and administrative assistant of the unaffiliated National Education Association's National Center for Innovation in Education.

SCANS, which will be chaired by former Labor Secretary **William Brock,** will recommend the basic skills required by high school graduates to achieve work readiness, suggest ways to measure individuals' basic skills with special attention to the potential of computer technology, and propose options for dissemination of basic skills guidelines and measurement techniques by business and trade groups, unions, schools and education association and the federal and state governments.

Helen Bernstein has been elected president of the 28,000-member United Teachers-Los Angeles, an affiliate of the American Federation of Teachers. Bernstein, 45, was elected to the union's board of directors in 1987 and as vice president in 1988. She was endorsed by current president **Wayne Johnson,** who could not seek another term under the union's constitution.

AWARDS

Machinists President **George Kourpias** will receive a distinguished service award from the President's Committee on Employment of People with Disabilities during the annual meeting of the committee May 2-4 in Washington. The union also will receive the Labor Award for its job development and job training program, IAM CARES, which Kourpias helped found in 1985. The keynote address for the session will be delivered by Goverment Employees President **John Sturdivant.**

Steelworkers President **Lynn R. Williams** is the 1990 recipient of the Workers Defense League's David Clendenin Award. Williams told the more than 300 unionists and other activists that the Workers Defense League and its union allies must continue their struggle to end poverty, promote better health care and education and defend the right of workers to organize.

DEATHS

Donald S. Beattie, a past governmental affairs director for the Railway Labor Executives Association, died April 19 of pulmonary fibrosis at Mt. Vernon Hospital in Alexandria, Va. He was 68.

Beattie, a member of the Locomotive Engineers and the United Transportation Union, began his career in the labor movement in 1951, serving 11 years as BLE's research director. From 1960 to 1962, he was chairman of the labor union research committee of the Presidential Railroad Commission.

From 1962 until 1970, he was executive secretary-treasurer of RLEA, when he became executive secretary of the Congress of Railway Unions. In 1975, he returned to RLEA as governmental affairs director, retiring in 1988. He had also served on the executive board of the International Transport Workers Federation.

He is survived by his wife, Virginia, and three sons.

Annual show of union pride set to return to Cincinnati

American union-made goods and services will be on display May 18-21 when the AFL-CIO Union-Industries Show returns to Cincinnati, the site of the first show 52 years ago.

Showcased at the Cincinnati Convention Center will be more than 300 displays, with exhibitors giving away more than $150,000 in union-made merchandise, services and product samples. The show, which is the only public event of its kind, is free to the public.

The first show opened at Cincinnati's Music Hall in 1938. Through the years, the exhibits have gotten more spectacular, reflecting the high-tech impact on everything from automobiles to hairstyles.

Among the displays this year will be: concept cars by the Big Three automakers, in the UAW display area; a live world competition of the top hair designers, sponsored by the United Food and Commercial Workers; full-sized General Electric jet engines, in conjunction with the Machinists' display; and more than $1 billion in U.S. currency, including a $500 million note, by the U.S. Bureau of Engraving and Printing, also in the Machinists' area.

Drawings will be held to give away a $10,000 Harley-Davidson motorcycle, a $5,800 Coleman camper, Zenith computers, a G.E. refrigerator, television sets and much more.

Although admission is free, tickets are required and may be obtained by contacting the Union Industries Show office in Washington (phone 202/628-2131); the Cincinnati AFL-CIO Central Labor Council, 35 East 7th St., Room 200, Cincinnati, Ohio 45202 (phone 513/421-1846, or the Convention Center during days of the show.

AFL-CIO Community Services staff

Striking Mine Workers turned their attention from Pittston Coal Co. picket lines last October to volunteer their time and talents in McCellanville, S.C., an area left devastated by Hurricane Hugo. For their efforts, the contingent of 47 UMWA members and their "Hurricane Hugo Relief Caravan" — loaded with contributions from UMWA families in Castlewood, Va. — received the 1990 President's Volunteer Action Award. Also cited as honorable mention winners were the Dayton, Ohio, Building and Construction Trades Council, which built a homeless shelter; a group of 13 unions in Manchester, N.H., for renovating a child care center, and the Sacramento-Sierra building trades for building a community baseball stadium.

Solidarnosc welcomes Kirkland

Vindication comes after 9-year wait

David St. John/AFL-CIO News

Lane Kirkland addresses Solidarnosc congress and discusses aid issues with Lech Walesa over dinner.

Gdansk, Poland

Declaring this city the "capital of the free world," AFL-CIO President Lane Kirkland finally greeted a Solidarnosc congress, nine years after he first was invited.

The communist regime twice had denied him entry, in 1981 and 1986.

"We insist that Poland must remain the primary focal point of western financial assistance during this very difficult period of economic transition," Kirkland told the congress April 22. "It was your struggle that unleashed the wave of Democratic reform that is sweeping across Central and Eastern Europe and now washes at the gates of Moscow and Beijing."

AFL-CIO support for adequate Polish aid is accompanied, Kirkland said, by insistence on worker rights in "every contract of private capital investment undertaken by the U.S. government."

Kirkland said he wanted to underscore the point that Solidarnosc President Lech Walesa made last November at the AFL-CIO convention: a new economy "can only be built together with the trade unions; it cannot be built against them."

In the transition from a command to a free economy, Kirkland said, Poland will be showered with advice from "experts who have never done it themselves or seen it done before.

"Much of this boils down to the common sense proposition that, whether capital is public or private, real costs — including the cost of wasting material, human and environmental assets — must be counted and covered in the price of the product. If they are not, bad things happen, sooner or later."

Kirkland renewed the AFL-CIO pledge of unstinting support for Solidarnosc that dates from the August 1980 Gdansk agreement, when Solidarnosc became the first free trade union to function in a Warsaw Pact nation.

Kirkland and Walesa were both denied visas by the Polish government for what would have been an exchange of visits in 1981. Martial law was declared in December 1981 and Solidarnosc went underground, with sustained assistance by the AFL-CIO.

The second time that visas were denied to Kirkland and the AFL-CIO delegation, in 1986, was because the AFL-CIO "does not and will not consort with the instruments of state control, posing as unions. Over the years, this policy has brought us criticism and derogation as bull-headed defenders of lost causes, blind to 'geopolitical realities' and much too romantic about such fantasies as social justice and human rights."

"I'm sure that you can appreciate the depth of our sense of vindication last week when visas for our AFL-CIO delegation were approved by a government led by Solidarnosc itself."

Lithuanians laud Kirkland for AFL-CIO's stand

Lithuanian Americans raised the money to place AFL-CIO President Lane Kirkland's letter on the recognition of Lithuania in the New York Times, then voted an award to Kirkland for his forthright stand.

Kirkland wrote to President Bush April 6 urging him "to move swiftly and surely to confer U.S. government recognition on the legitimately elected government of the Republic of Lithuania."

Soviet troops overran Lithuanian in 1940 after the Molotov-Ribbentrop agreement assured Stalin that Hitler would not object.

"We are certain, as we were in our steadfast support for Solidarnosc in Poland, of the ultimate success of peaceful struggle for national self-determination waged by the Lithuanians and other peoples forcibly absorbed into the USSR," Kirkland told Bush.

He noted that speaking out "clearly and forcefully in behalf of liberty" is in the American democratic tradition and said that such a move by the United States could encourage the Soviet Union to move farther away from totalitarianism.

INSIDE

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AFL-CIO NEWS

1 ***Figures show need for family legislation***

With most employers offering little or no support for working families, the AFL-CIO is calling for legislation to help them meet health, parental and child care needs.

2 ***Unions set votes on buyout terms***

The Flight Attendants ratified a five-year contract with United Airlines under terms of a buyout agreement, while Air Line Pilots and Machinists were set to vote.

4 ***Conference issues call for justice***

Civil and women's rights advocates call for unity in the fight to end employment discrimination during the annual AFL-CIO conference on civil rights.

6 ***Labor effort seeks Democratic edge***

Organized labor looks ahead to 1991 redistricting by joining with the Democratic Party in a campaign targeting key state legislative and gubernatorial races.

7 ***Union card offers step up for poor***

Union membership provides an effective boost out of poverty for the working poor, especially for minority and women workers, according to a new study.

8 ***Workers rally, call for reform of OSHA***

Union members mark April 28, Workers Memorial Day, with seminars, ceremonies and marches to honor those killed, injured or diseased on the job.

UNION YES

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AFL-CIO NEWS

VOLUME 35, NUMBER 10 MAY 14, 1990

Kent Darr/Ohio AFL-CIO

Memorial torch is lit in Cleveland by Ohio AFL-CIO President John Hodges to commemorate victims of job hazards. The monument was built by Sheet Metal Workers Local 33 on the Cuyahoga County Community College campus. For wrapup of Workers Memorial Day activities, see pages 4 and 5.

David St. John/AFL-CIO News

Czechslovak President Vaclav Havel greets Lane Kirkland and his wife Irena in Prague.

Emerging unions welcome Kirkland

By David St. John

On a historic two-week journey through Poland, Hungary and Czechoslovakia, an AFL-CIO delegation headed by President Lane Kirkland was warmly received by heads of state, opposition party officials and leaders of free trade unions and their new federations. News media coverage was intense.

"I saw you on television last night," said a beaming elderly woman as she approached Kirkland outside an exhibition hall in Gdansk, Poland. "I liked what you said about free trade unions, and we are grateful for your help in building free unions here."

In each of the three countries, Kirkland urged new political and trade union leaders to adopt the International Labor Organization's standards protecting workers against exploitation and warned against potential foreign investors seeking to profit from cheap wage rates, scant employee benefits and no safety and health protection.

Kirkland was in Gdansk, home of Lech Walesa and birthplace of the Solidarnosc trade union, to address the union's Second National Congress. The former communist regime had twice denied Kirkland entry in 1981 and 1986, and his appearance was a triumphant moment of vindication for the AFL-CIO.

The otherwise somber mood of the congress turned to jubilation as some 500 delegates gave Kirkland a lengthy standing ovation after his speech, which they interrupted with applause a half-dozen times. In another demonstration,

Continued on Page 8

Bush inaction on trade law abuse assailed

Japan, other violators escape U.S. sanctions

By John R. Oravec

The AFL-CIO has accused the Bush Administration of dodging U.S. foreign trade law by taking no action against Japan for unfair trade practices nor citing any country for government procurement inequities.

Following the recommendation of U.S. Trade Representative Carla A. Hills, President Bush dropped Japan from a list of countries subject to reprisal tariffs for trade violations.

Over the past decade, the United States has run up trade deficits with Japan totaling $354 billion, including a shortfall of just under $50 billion in 1989. While Japanese corporations exploit an open door to U.S. markets, American exporters are encountering stiff barriers in Japan for a variety of U.S.-made goods.

America's runaway trade deficit has cost the nation millions of factory jobs.

AFL-CIO Secretary-Treasurer Thomas R. Donahue expressed "extreme disappointment" in the administration's refusal to keep Japan on the list of trade policy violators under the "Super 301" provisions of the 1988 Omnibus Trade Act.

The trade law requires the president to cite countries that practice broadly restrictive trade policies. Last year, Bush named Japan, Brazil and India as Super 301 violators. But at the behest of Hills, Bush scratched Japan and

Continued on Page 8

Solidarity rallies aimed at Greyhound creditors, riders

By Candice Johnson

Union members set Thursday, May 17, as a day of solidarity rallies in eight cities to convince Greyhound Lines Inc. creditors that their interests would best be served through renewed bargaining to end the strike.

At the same time, unionists were spreading the message to the traveling public that the strike — and the solidarity and support of AFL-CIO unions — will not end until a settlement is reached with 9,300 Amalgamated Transit Union members.

The AFL-CIO announced tentative plans to focus the rallies in Atlanta, Boston, Chicago, Washington, Los Angeles, New York, San Francisco and Omaha.

The solidarity events were planned by the AFL-CIO Department of Organization and Field Services after a May 5 bargaining session ended in an offer termed "an insult" by ATU. Greyhound walked away from negotiations despite a $56 million first-quarter loss and the continuing threat of landing in bankruptcy court.

The AFL-CIO's effort to reach Greyhound creditors was provoked in part by the bitter lesson creditors learned at Eastern Airlines, when they allowed the situation to deteriorate rather than to force management into bargaining to end the dispute.

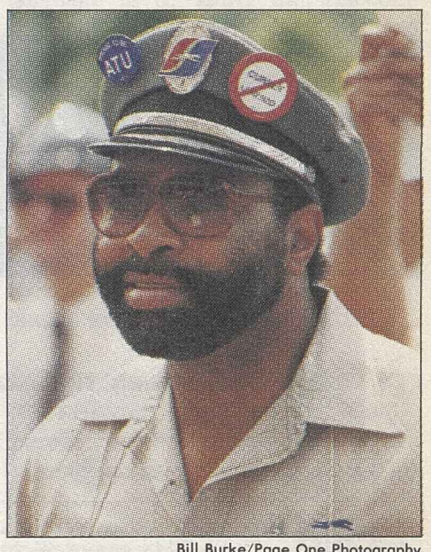
Support for ATU came from many quarters, including a Steelworkers contribution of $50,000 to help the Greyhound strikers and a "solidarity partners" program begun by UAW Local 848 to aid Greyhound families.

One "partner," Local 848 member Haydee Mayorga, collected donations from union members to pay the electric bill and supply groceries to an ATU family. The local has delivered more than $1,000 in food to the strikers.

Union members in New York marched in solidarity with Greyhound and Eastern strikers, beginning at the Port Authority bus terminal and ending at an Eastern ticket office in Rockefeller Center. And in Scranton, Pa., more than 300 members of Teamsters Local 229 joined ATU members on the picket line and in a solidarity rally.

Delegates to a joint legislative conference of the Transportation Communications Workers and Maintenance of Way Employees in Washington raised $1,523 for the ATU strikers, all in contributions of $5 or less.

Continued on Page 2



Bill Burke/Page One Photography

Striking Greyhound driver marks Workers Memorial Day.

Strategies set to aid unions at Daily News

Committee informed about union busting

By Arlee C. Green

Assuring the 10 local unions of the New York Daily News that they have organized labor's full support, the AFL-CIO Strategic Approaches Committee geared up for a campaign of solidarity to pressure News management to drop its union-busting demands.

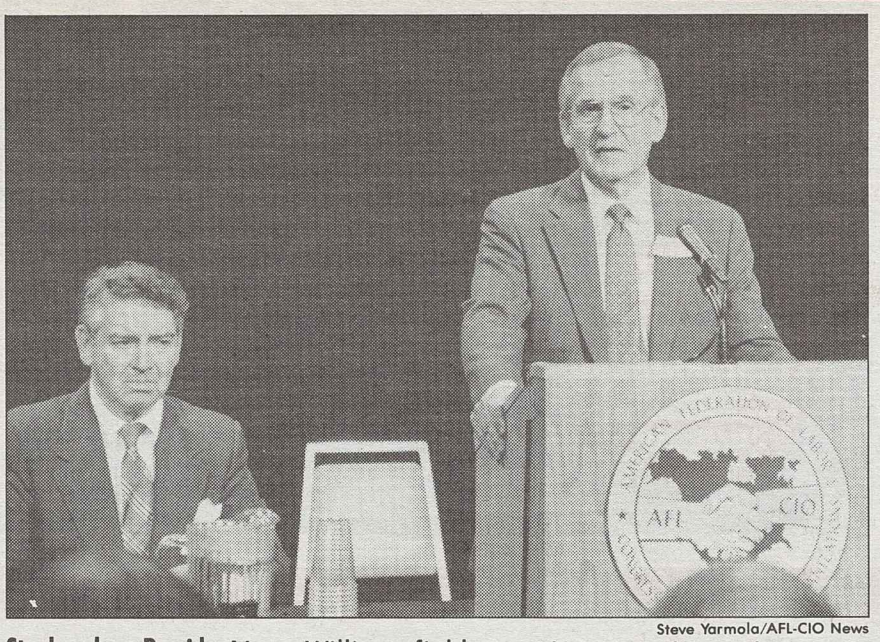
Leaders of the local unions, joined by their international union presidents, met with the committee on May 7 at AFL-CIO headquarters. George McDonald, president of the Allied Printing Trades Council and of Mailers Local 6, related to committee members the status of bargaining, which has continued following the expiration of contracts on March 30.

''The bottom line is that they (News management) want to turn the clock back to 1919, to when they had no unions,'' McDonald said. The Daily News is owned by the Tribune Co. of Chicago and there is a general feeling, McDonald said, that the ''Tribune Co. is running the whole operation.''

McDonald said the unions are ''aware there have to be concessions in bargaining.'' But Daily News representatives are demanding broad management rights and refusing to provide specific information on company plans, he said.

It is impossible to negotiate such items as reductions in manning on presses without knowing the type of new presses the company might buy, or to negotiate a reduction in the number of driver routes without knowing how the company plans to do it, he said.

McDonald made it clear to the committee, and later to a press conference, that the unions are ''looking for a settlement. No one working for the Daily News is looking for a strike.''



Steve Yarmola/AFL-CIO News

Steelworkers President Lynn Williams fields questions on union assistance to workers at the New York Daily News. At left is George McDonald, president of the Allied Printing Trades Council.

News management, on the other hand, appears intent on provoking a strike, McDonald said, describing management's strike contingencies that include a pool of workers recruited to scab and the alternative newsroom set up in a warehouse in North Bergen, N.J.

Theodore Kheel, a labor relations adviser to the printing trades council, told committee members that the Daily News may be trying to force a strike to avoid paying about $100 million for pensions, severance pay and other ''shutdown liabilities.'' The company could claim that those liabilities no longer exist because the ''unions put us out of business,'' he said.

Kheel noted that the News has reneged on earlier promises to purchase new four-color presses, a move industry analysts say is mandatory for the paper to be competitive in the 1990s. As recently as a stockholders meeting May 3, Tribune President Charles T. Brumback refused to commit the company to new investment at the Daily News.

AFL-CIO staff, in gearing up a campaign to aid the locals, provided a detailed analysis of the company and its holdings, discussed strategies with the local presidents and met with News employees in six separate sessions May 10-11 to coordinate solidarity-building activities.

The Daily News campaign is the ninth time the committee has been called into action since its formation by AFL-CIO President Lane Kirkland in 1986. The committee members are Chairman Lynn R. Williams, president of the Steelworkers, Food and Commercial Workers President William H. Wynn, AFSCME President Gerald W. McEntee, Mine Workers President Richard Trumka, Machinists President George Kourpias and Service Employees President John Sweeney.

The unions involved are the Graphic Communications local 1P, Printing Pressmen local 2, Paper Handlers local 1, Stereotypers local 1, Mailers local 6, Newspaper Guild local 3, Machinists local 434, Electrical Workers local 3, Typographical Union local 6 of the Communications Workers and the unaffiliated Newspaper and Mail Delivery Union.

Panel to hear 2 on abortion

The AFL-CIO's newly created Committee on Reproductive Issues will hear two witnesses at its next meeting, tentatively set for June.

The committee has invited Monsignor George G. Higgins of the Catholic University of America and Faye Wattleton, president of Planned Parenthood, to present their positions on the issue.

The committee was created by the Executive Council in February. That action was the outgrowth of the November 1989 AFL-CIO convention, at which six resolutions — all urging legislative action to rescind the Supreme Court decision that broadened the right of states to limit abortions — were introduced by various affiliates.

The Resolutions Committee recommended, and the convention agreed, that the issue should be referred to the Council to allow ample time for analysis and discussion of the issue.

At the committee's first meeting on April 18, members received a volume of material, including letters the AFL-CIO had received from its affiliated unions and its state and local central bodies addressing various aspects of the issue. It was at that meeting that members agreed to hear from Higgins and Wattleton.

In a letter to the Washington Post protesting misrepresentation of the committee's work, AFL-CIO Secretary-Treasurer Thomas R. Donahue pledged that the federation would deal with the issue ''democratically, efficiently and with the fullest respect for majority rule.''

The goal, Donahue emphasized, is to ''adopt a position that is good for American workers, for our unions and for the AFL-CIO.''

Greyhound walks away from table again

Continued from Page 1

The May 5 Greyhound proposal included the elimination of some 4,500 union jobs and substitution of a flat $12.79 hourly rate that would cut drivers' pay by about $125 a week, the union said. The bus line also insisted that scabs be kept on the payroll, leaving openings for fewer than 620 drivers.

That offer was followed by a press conference in which Greyhound Chairman Fred Currey announced that the strike ''is over.''

Greyhound's unilateral declaration that the strike is over was followed by a meeting in Dallas between Edward Strait, president of the Council of Greyhound local unions, and Currey. It produced ''absolutely nothing,'' Strait said.

ATU President James La Sala likened Currey's claim that the strike was over to ''Napoleon declaring victory at Waterloo.''

''It's time Currey recognized that this strike is about dignity and justice for 9,300 hard-working Americans,'' La Sala said, adding ''no public relations stunt aimed at misleading the public will change that fact.''

The bus line failed to make a $5 million lease payment due April 30 and will likely miss a $9.8 million interest payment due May 15, the company said.

Because of the first missed payment, Standard & Poor's Corp. dropped Greyhound's rating for notes from ''B minus'' to ''C triple minus'' and gave the bus line notice that its rating would be lowered to ''D'' status if the company defaults on the May 15 payment.

The ATU estimates that Greyhound is running some 47 percent of its routes, but points out that those operations are just one-forth of the pre-strike service.

Appeals court stays NLRB hospital rules

Chicago

The American Hospital Association has thrown another roadblock in the path of hospital workers' organizing rights, winning a 7th Circuit U.S. Court of Appeals stay of National Labor Relations Board rules on health care bargaining units while the AHA prepares an appeal to the Supreme Court.

The court, which earlier had upheld NLRB guidelines establishing eight separate bargaining units at acute care hospitals, agreed to stay its ruling until July 10. The rules would have gone into effect May 2.

The labor board had argued against the stay, emphasizing that further delay would suspend the statutory rights of hospital employees to organize.

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LEGISLATION

Senate votes Hatch Act reforms

By Mike Hall

Three million federal and postal workers would regain at least some of the political rights denied them by the 51-year-old Hatch Act under a measure approved by the Senate.

S. 135, which would lift some restrictions on political activity, was approved May 10 by a 67-30 vote after several days of debate and repeated attempts by the White House and Senate GOP leadership to derail or severely weaken the legislation.

The House last year passed its version of Hatch Act reform by an overwhelming 297-90 bipartisan vote. The White House has said the president will veto the bill.

Under the 51-year-old Hatch Act, federal and postal employees are denied full participation in the political process. Restrictions range from size limits on bumper stickers and yard signs to outright bans on speaking or carrying a sign at political events, raising money for a candidate or even publicly endorsing an office-seeker.

The reform measure "restores to three million federal and postal employees some of the constitutional rights enjoyed by other Americans. It is reform long overdue," AFL-CIO legislative director Robert M. McGlotten said.

The measure allows federal and postal workers — only on their own time and out of uniform — to:

- Work for a political campaign by stuffing envelopes, answering phones, joining rallies and other activities.
- Hold office in a political party or club.
- Participate in a partisan voter registration drive.
- Circulate nomination petitions and speak in support of political candidates at primary election party caucuses.

The bill still prohibits federal and postal employees from running for office in a partisan election, soliciting campaign funds from the general public or pressuring voters in an election campaign.

It also stiffens penalties for coercing workers and for misuse of official authority and information. In addition, it bans employees from receiving or soliciting contributions from persons who have or are seeking contracts with the worker's agency.

During floor action, an amendment that would have maintained current restrictions for employees at the Internal Revenue Service and some law enforcement and investigation agencies was defeated. Reform backers also defeated an amendment that would have prevented federal or postal workers from holding political party offices.

House approves family leave bill, 237-187

By Mike Hall

Legislation to require a national unpaid leave policy for working families passed the House by a 237-187 vote.

The labor-backed bill would allow workers to take up to 12 weeks of unpaid leave for a variety of medical and family reasons, without fear of losing their jobs. During the leave, pre-existing health benefits would be continued.

A similar bill is awaiting floor action by the Senate. President Bush has indicated that he will veto the legislation — a stance that disturbed many House Republicans who supported the measure.

"It would be most unfortunate if my party, which so strongly supports family values, were to turn its back on working families, women, children, grandma and grandpa," said Rep. Marge Roukema (R-N.J.).

House Majority Leader Richard A. Gephardt urged the administration "to hear the voices of America's families over the din of the special interests. It is not enough to support rhetorically the need for a kinder, gentler society if you are unwilling to back up campaign poetry with the prose of governing," he said.

Rep. William Gray (D-Pa.) said Bush's action on the family leave measure will enable voters to "find out what people are really for. We will fill in the gaps between Bush-speak and Bush action," he said.

Rep. William Clay (C.-Mo.), sponsor of the bill, noted that Bush, "so vociferous on the subject of restoring family values, is so opposed to improving the welfare of families."

The Bush administration called the leave policy government intrusion on the workplace. But AFL-CIO Legislative Director Robert M. McGlotten compared the leave bill to other legislation that established child-labor laws, anti-sweatshop codes and the 40-hour week. He described the bill as "an investment in the nation's workforce."

The House bill is a bipartisan compromise. It would allow workers to take up to 12 weeks leave a year for the birth or adoption of a child or to care for a seriously ill child, parent or spouse, or during the worker's own illness.

About 44 percent of the nation's workforce would be covered under the new leave plan even though companies with less than 50 employees are exempt from the measure. That represents about 95 percent of all employers.

The adopted bill includes spousal care, which was not covered by an earlier version. The elder care provision was narrowed to allow leave to care for only a biological parent or the person who raised the worker.

Business groups including the Chamber of Commerce and National Association of Manufacturers mounted a massive lobbying effort against the bill.

By offering leave to help meet family needs, employers will realize productivity gains, as well as savings on costs of recruiting, hiring and training replacement workers, according to the Democratic Study Group.

The United States is the only industrialized nation without a national leave policy, while no fewer than 135 countries have adopted some family leave measures.

OSHA reform bills backed as 'first step'

By Arlee C. Green

The AFL-CIO backed three proposed amendments to the Occupational Safety and Health Act that would stiffen criminal and civil penalties and aid victims of the workplace, calling them "the first step toward comprehensive reform" of the law.

The three individual proposals are the OSHA Criminal Penalty Reform Act (S. 2154), OSHA Hazards Victims Rights Act (S. 2442) and OSHA Civil Penalties Inflation Adjustment Act (S. 490).

Peg Seminario, director of the federation's Department of Occupational Safety and Health, told members of the Senate Subcommittee on Labor that comprehensive reform of OSHA is needed, citing a litany of inaction by the agency in the 20 years since the law's enactment.

The federation advocates "mandatory safety and health committees, expanded worker rights, increased civil and criminal penalties, better record-keeping and improved construction safety and health measures," she said.

Seminario said S. 2154 would put teeth into the criminal penalty provisions of the law. Besides increasing penalties for violations that cause a worker's death, the legislation would recognize two new criminal offenses: willful violation of an OSHA regulation that results in serious bodily harm to a worker, and a willful violation that recklessly endangers the life of a worker.

The Bush administration, however, flatly opposed stiffening criminal penalties, although it did support an increase in civil penalties. OSHA Administrator Gerald Scannell testified that S. 2154 would "seriously jeopardize" prompt abatement of workplace hazards because employers would take every possible action to prevent OSHA inspections and to delay proceedings.

Seminario said the federation supports S. 2442, the victims' rights bill, but that the legislation does not go far enough in protecting workers.

The bill would grant a victim of a workplace catastrophe or a family member access to pertinent information concerning OSHA's investigatory activities, allow them to participate in enforcement proceedings brought by the agency against the employer for violations that cause a worker's death or injuries, and grant them the right to participate in any settlement discussions between OSHA and the employer.

In supporting S. 490, which would triple the civil penalties for willful violations of OSHA regulations from $10,000 to $30,000 and for serious violations from $1,000 to $3,000, Seminario said those penalties still would be far below those of other federal statutes.

Capitol Digest

In what promises to be a long and contentious budget battle, the AFL-CIO threw its backing to a $1.23 trillion budget resolution developed by the Democratic leadership, which passed the House May 1 by a 218-208 vote.

The budget resolution addresses the "declining need for spending on national defense and providing opportunities for domestic initiatives in such important areas as child care, education, subsidized housing, dislocated worker assistance, medical care and hazardous waste clean up," said Robert M. McGlotten, AFL-CIO legislative director.

The resolution is expected to be a bargaining chip in budget negotiations with President Bush, who met with congressional leaders to discuss a wide range of budget matters, including the possibility of new taxes.

In other action on Capitol Hill:

CIVIL RIGHTS — The Civil Rights Act of 1990 (H.R. 4000), which would overturn a half-dozen anti-worker Supreme Court decisions on job discrimination, was marked up May 8 by the House Education and Labor Committee. The bill now goes to the House Judiciary Committee.

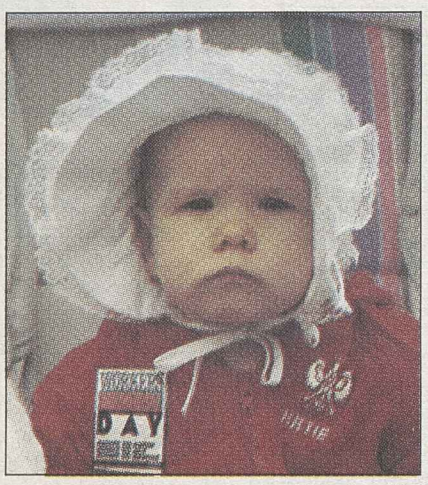
CONSTRUCTION SAFETY — AFL-CIO Building and Construction Trades Department President Robert A. Georgine testified May 10 in favor of a construction safety bill during hearings before the House Education and Labor Subcommittee on Health and Safety. H.R. 4652 would create a new Office of Construction Safety Health and Education within OSHA.

DISABLED — The House Judiciary Committee became the fourth House committee to approve H.R. 2273, which would extend civil rights protection to the disabled. The AFL-CIO supports the bill, which is now ready for floor action in the House. The Senate passed similar legislation last year.

TELECOMMUNICATION — The Communications Workers urged the Senate Commerce Committee to include rehiring rights for displaced workers and stronger domestic content language in S. 1981, the Telecommunication Equipment Research and Manufacturing Competition Act of 1989.

FARM BILL — Farm workers should have the right to know just what kind of pesticides are being used in the fields in which they work, the AFL-CIO told Senate Agriculture Committee. The federation urged that a strong federal record-keeping provision be included in this year's farm bill.

To contact a member of Congress, write to: The Honorable (Senator or Representative's name), United States Senate (or House of Representatives), Washington, D.C. 20510 (Senate) or 20515 (House).



Diane M. Bricco/AFL-CIO Field Representative

In Milwaukee, a button-wearing youngster joins a crowd of people who hold hands and sing hymns to honor fallen workers.

WORKERS MEMORIAL DAY

Renewing fight for the living

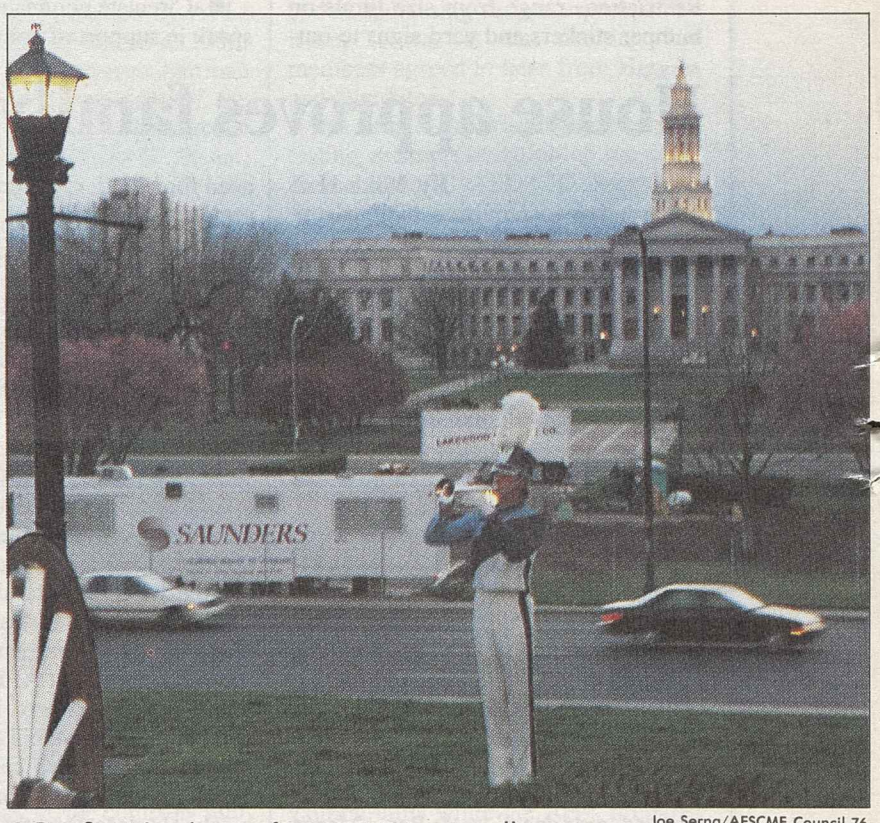
The lights of hope and remembrance shone April 28 on America's forgotten environment — the workplace — as workers gathered across the nation to participate in the AFL-CIO's second Workers Memorial Day.

Rallies, parades and marches were complemented by memorial services, monument dedications, tree-plantings, moments of silence and candlelight vigils. This year's observances focused on the AFL-CIO's call for legislative reforms to strengthen on-the-job protections for workers.

In the solemn moments, workers read aloud the names of victims of the workplace and remembered how they died. And they found hope in reaffirming their intent to erase hazards on the job.

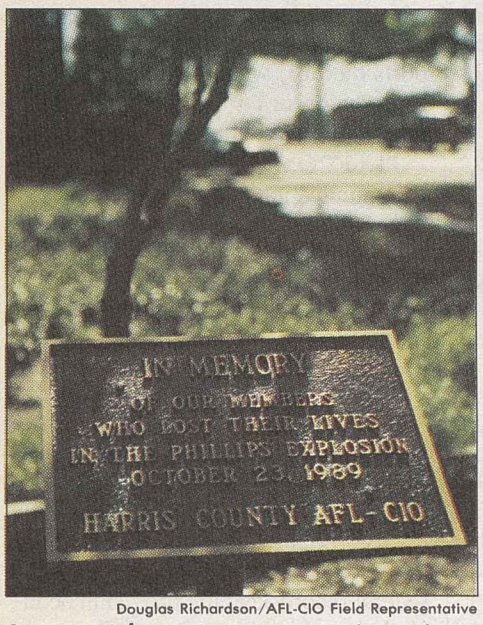
The annual toll of worker deaths, injuries and illnesses exceeds that caused by auto accidents or the Vietnam War, said Peg Seminario, director of the federation's Department of Occupational Safety and Health. But until workers can raise American consciousness to understand this outrage, "the toll on workers' lives will continue," she said.

At many events, the families of workers killed on the job spoke of their outrage over unsafe job conditions, the unfairness of deaths of their loved ones, and their concern about the price workers must pay.



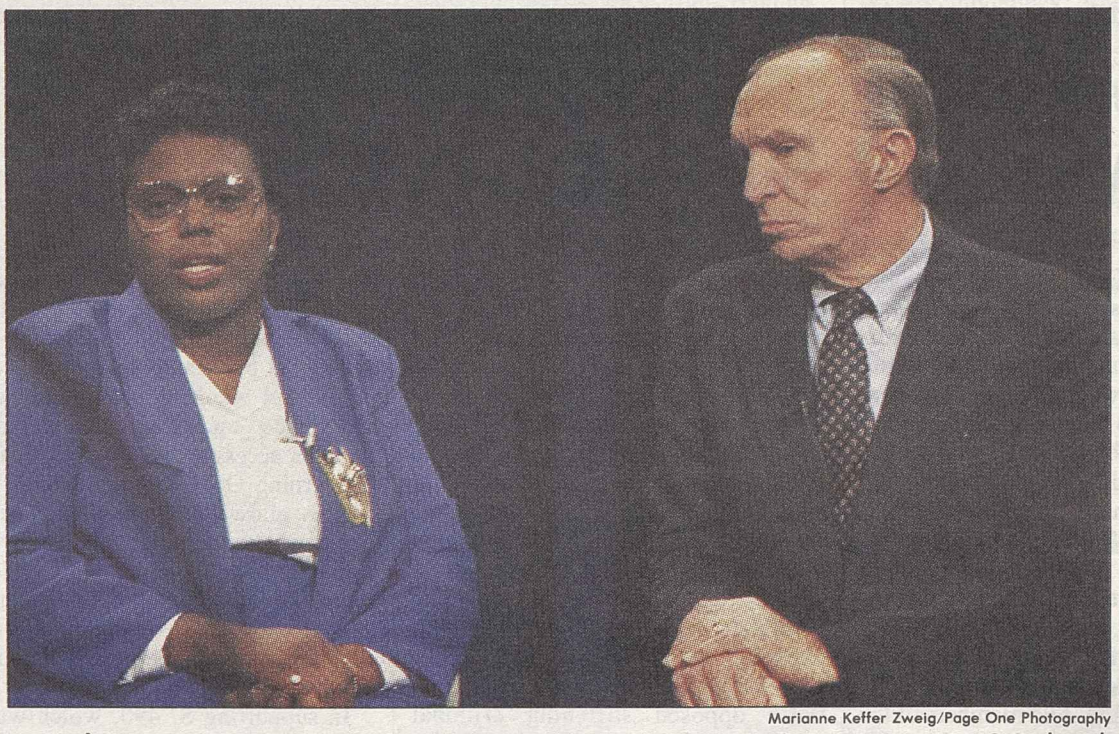
Joe Serna/AFSCME Council 76

A Boy Scout bugler performs at Denver rally.



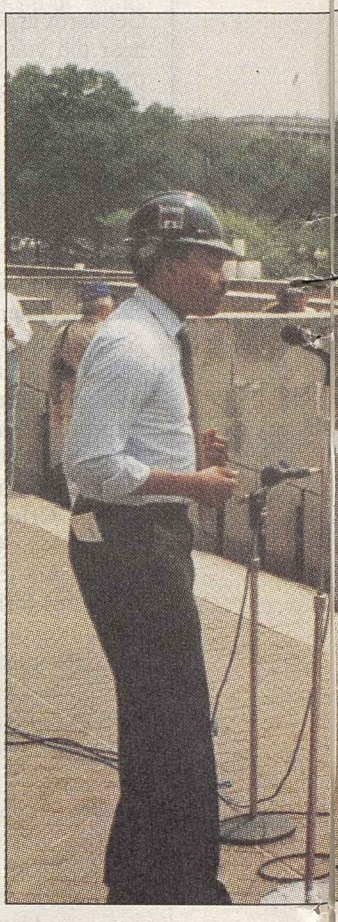
Douglas Richardson/AFL-CIO Field Representative

A memorial marks a tree planted in Pasadena, Texas, to honor workers who died in an explosion last fall.



Marianne Keffer Zweig/Page One Photography

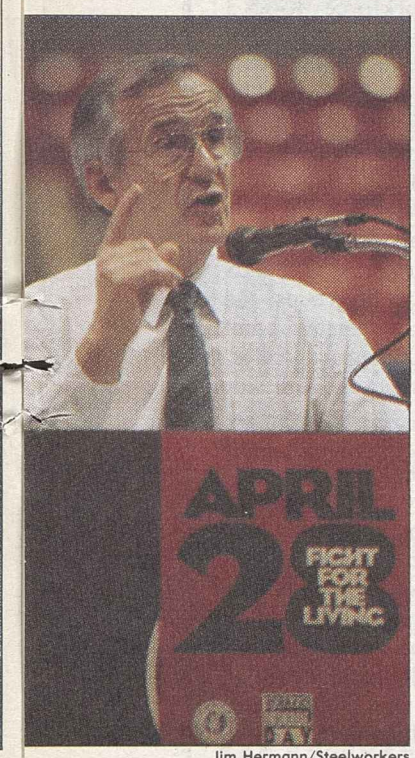
In Washington, AFL-CIO Secretary-Treasurer Thomas R. Donahue listens as former poultry worker Brenda Porter describes the years of unsafe working conditions that led to her carpal tunnel syndrome during a satellite television news conference at AFL-CIO headquarters. At right, Government Employees President John N. Sturdivant addresses a Workers Memorial Day rally as the dome of the U.S. Capitol looms in the background.



Jim Daniels/Maine AFL-CIO

Elizabeth Wilson/Georgia AFL-CIO Journal of Labor

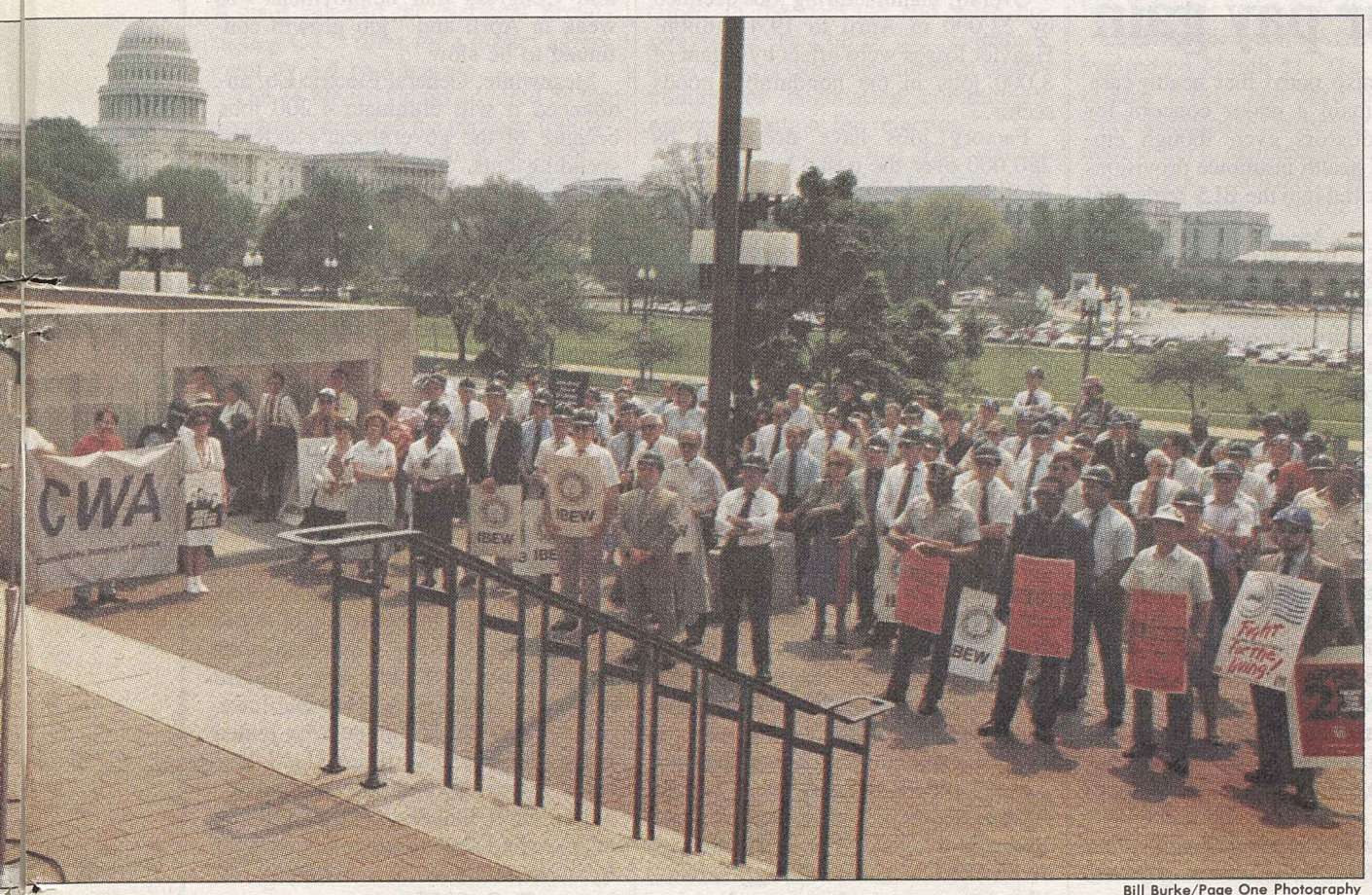
AFL-CIO Safety Director Peg Seminario and Sen. Sam Nunn (D-Ga.) speak at a rally in Atlanta, above. At left, flowers are placed at the base of a monument during ceremonies in Portland, Maine.



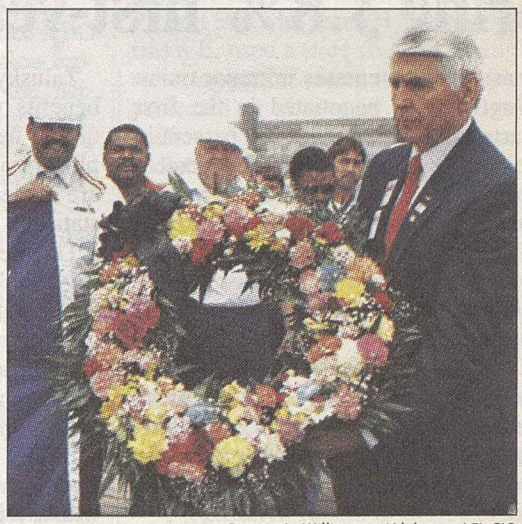
Jim Hermann/Steelworkers

Bill Burke/Page One Photography

Steelworkers President Lynn R. Williams addresses a rally in Wheeling, W.Va., left, while union members march in Washington.



Bill Burke/Page One Photography



Dannie L. Williamson/Alabama AFL-CIO

A.G. Trammell, president of the Alabama AFL-CIO, prepares to toss a wreath into the the Gulf of Mexico during Workers Memorial Day ceremonies in Mobile honoring workers who died on the job.

Organizing victories rebound to eight-year high

By Gene Zack

Rebounding from the lean years of the anti-labor Reagan administration, AFL-CIO unions in 1989 scored their most impressive gains in almost a decade in election victories and new members won.

An analysis of National Labor Relations Board data by the AFL-CIO Department of Organization and Field Services showed that federation affiliates won a total of 1,633 elections covering 87,000 workers last year.

That was the highest victory level since 1981, the year that Ronald Reagan crushed the Air Traffic Controllers and in the process sent a signal to management that the administration favored wholesale opposition to trade union organizing.

The low point came in 1983, according to the department, when affiliates won only 982 elections covering 42,489 workers.

Meanwhile, AFL-CIO affiliates are off to a fast start in 1990. The federation's Industrial Union Department reported that labor won 12 and lost two of 16 elections that IUD unions have held in 1990, with the remaining two still in litigation.

Included were a UAW victory for a 1,340-person unit at Freightliner Corp.'s truck manufacturing plant in Mount Holly, N.C., and an Oil, Chemical and Atomic Workers victory at York International, an air conditioning manufacturer that employs 500 in Madisonville, Ky.

The UAW victory was particularly significant because that section of North Carolina has a reputation of being violently anti-union, the IUD said.

Last year's victory string by all unions reflected the same resurgence shown by AFL-CIO affiliates, the data revealed. Across the nation, unions won almost half of all representation elections in which they were involved.

Statistics compiled by BNA Plus, the research division of the Bureau of National Affairs, showed all unions winning a total of 1,816 NLRB-supervised elections affecting 92,403 employees. That analysis was assembled from reports compiled by NLRB regional offices.

At the same time, unions successfully challenged 31.2 percent of all decertification attempts in 1989, BNA reported in its breakdown of the NLRB data. Of 28,954 employees eligible to vote in these decertification elections, 50.3 percent were in unions that prevailed against attempts to withdraw recognition.

Unions continued to have greater success in organizing small bargaining units in 1989. According to BNA's study, 2,526 elections were held last year in units with fewer than 50 workers, and unions won 54.2 percent of the time.

Figures compiled by BNA Plus on an industry-by-industry basis showed that in the first nine months of 1989, the highest union victory rate for representation elections was in construction — 63.4 percent of union elections.

The win ratios for other segments of the workforce in the first three-quarters of last year were:

- Finance, insurance and and real estate — 60 percent of 35 elections.
- Services — 58.9 percent of 499 elections.
- Health care — 58.9 percent of 163 elections.

In the manufacturing sector, unions won 46.6 percent of 791 elections, and in communications industries, unions chalked up a 44.7-percent winning percentage in 47 elections.

BNA Plus said the growth in representation election activity was notable in the transportation, communications and utilities sectors, where 410 elections were held in the first three-quarters of 1989, up from 352 in the similar period of 1988.

Earl Dotter/ACTWU

ACTWU President Jack Sheinkman and the Rev. Jesse Jackson hand out leaflets at the Cone Mills White Oak plant gate in Greensboro, N.C. The union is protesting an employee stock ownership plan set up by Cone Mills in 1984 that gives no voting rights to the workers and ties their money up in "junior preferred stock," which doesn't rise in value. The plant visit was part of a five-day, four-state swing that took Sheinkman and Jackson through North Carolina, South Carolina, Georgia and Alabama.

Major contract settlements bring 3.8% first-year pay gain

Basic wage increases in major union agreements negotiated in the first quarter of 1990 averaged 3.8 percent in the first contract year and 3.3 percent annually over the contract term, the Bureau of Labor Statistics reported.

The figures do not include the value of lump-sum payments, cost-of-living adjustments nor negotiated benefit improvements.

The 3.8-percent rate in the major settlements, which cover 1,000 or more workers, compares with average first-year gains of 2.3 percent when the same parties negotiated two or three years ago.

BLS said the difference reflects wage increases this year compared to pay cuts or freezes in earlier accords, as well as higher wage increases over the previous settlements.

In the first quarter of 1989, the average first-year wage gain was 3.2 percent. The basic wage settlement rate rose to 4 percent for the entire year.

AFL-CIO economist John Zalusky pointed out that "union workers have a lot of catching up to do" due to the 5.2-percent rise in the cost of living over the 12 months ended in March.

Zalusky also noted that health care benefits remain a major concern for union negotiators even though employer-paid health insurance provisions are not factored into the BLS settlement statistics.

This year's first quarter settlements covered 318,000 workers, or about 16 percent of the 2 million workers under contract agreements negotiated during the 12 months ended in March.

Settlements concluded over the four quarters provided wage increases averaging 3.4 percent annually over the contract terms, BLS said. That compares with 2.3 percent the last time the same parties negotiated.

The bureau's quarterly series on major settlements covers about 6 million workers in bargaining units of at least 1,000 workers.

Nearly 180,000, or 56 percent, of the workers covered by the agreements are in manufacturing industries. Settlements in the nonmanufacturing involved 140,000 workers, primarily in food stores and hotels. The settlements called for wage increases averaging 3.5 percent in the nonmanufacturing sectors and 3.2 percent in manufacturing.

Jobless rate climbs to 5.4% on plant, construction layoffs

Factory and construction layoffs drove the nation's jobless rate to 5.4 percent in April, the highest mark in 14 months, as the number of unemployed workers swelled by 275,000 to 6.8 million.

The civilian jobless rate as measured by government's household survey rose from 5.2 percent in March, after it hovered at 5.3 percent for nine months, the Bureau of Labor Statistics reported.

The BLS establishment survey showed that civilian employment edged up by 64,000 jobs to 110.5 million in April. Jobs shrank in the goods-producing sector by 115,000 to 25.5 million, while service sectors added 179,000 jobs for a total of 85 million.

AFL-CIO chief economist Rudy Oswald noted that the BLS data showed substantial increases in unemployment in a number of large states, including Michigan, Texas and Illinois.

In Michigan, the jobless rate rose from 7.2 percent in March to 7.3 percent in April. The Texas jobless rate surged from 5.6 to 6.4 percent, while the rate in Illinois jumped from 5.5 to 6.1 percent.

Overall, manufacturing jobs declined by 22,000 in April to 19.4 million. Heavier losses were offset by a gain of 8,000 jobs in the nondurable goods sector.

Factory jobs have decreased by 280,000 over the past 13 months, the BLS report noted.

Meanwhile, 100,000 jobs were lost in construction last month, lowering the industry's total workforce to 5.3 million. That followed a decline of 52,000 jobs in March.

Most of the job gains in the service-producing sector came from an increase of 130,000 government workers, including 80,000 temporary census workers in April.

Workers 20-24 years old were hardest hit by the unemployment rise, BLS said. Among major work groups, the jobless rate rose 0.3 percentage point to 4.8 percent for adult men and whites. The rates remained about the same for women at 4.8 percent, teenagers at 14.7 percent, blacks at 10.4 percent, and Hispanics at 8 percent.

Only four in every 10 unemployed workers were drawing jobless benefits in April, AFL-CIO compensation specialist James Ellenberger noted. The total number of claimants declined by 256,000 to 2.7 million over the month.

Counted as officially employed were 4.9 million workers who were in part-time jobs last month because they could not find full-time jobs, the bureau said.

BLS Commissioner Janet Norwood told Congress that employment was weak in April and "job growth continued to be slow."

Meanwhile, General Electric Co. announced it will eliminate 4,200 jobs because of the government's defense spending cuts. Earlier this year, GE said it would likely slash as many as 10,000 jobs over the next three years.

Resources

PUBLICATIONS/VIDEOS

A book and and video have been produced to help celebrate 70th anniversary of the California Teachers. **A History of the California Federation of Teachers, 1919-1989** tells the stories of the men and women who pressed for quality education and who helped develop the more than 40 teacher local unions in the state. The video, **Scenes From the Classroom Struggle,** compiles home movie footage, television news coverage and other video sources to look back at the union's history. Available from CFT, 5236 Claremont Ave., Oakland, Calif. 94618. Book, $12; video, $20, or both for $25.

EVENTS

The 12th annual **Great Labor Arts Exchange,** sponsored by the Labor Heritage Foundation, will be held June 24-26 at the George Meany Center. Workshops will cover the use of music in organizing drives, "Canadian labor lore," and other topics. The program also will feature a Mother Jones pageant, in which women who joined in the Pittston Coal strike will tell their story. More information is available from Laurel Blaydes at 202/842-7880 or from the Labor Heritage Foundation, 815 16th St., N.W. Room 301, Washington, D.C. 20006.

OCAW faults focus of Phillips explosion report

Lakewood, Colo.

The Oil, Chemical and Atomic Workers expressed "dismay" that a report by Labor Secretary Elizabeth Dole to President Bush on the Phillips petroleum plant explosion last fall failed to focus on human factors as the cause of the disaster, which claimed 23 lives and injured some 295 others.

In a letter to Rep. Tom Lantos (D-Calif.), chairman of the House Employment and Housing subcommittee, OCAW Vice President Robert C. Wages noted that when the report was requested following the explosion, it was to examine the issue of worker qualifications and training, "in particular, the qualifications and abilities of the many contractor employees used to perform maintenance tasks on critical systems."

"We were, therefore, quite surprised to find that the Secretary's report to the President focused so highly on the problems of engineering design, safety and operational procedures," Wages wrote.

"While we applaud the recommendations of this report, we are at the same time dismayed at the lack of emphasis and inattention to human factors — factors of skill, craftsmanship, experience, commitment, stability and accountability," said Wages. "These factors cannot be discounted."

Dole proposed the Occupational Safety and Health Administration "expedite its rulemaking on a standard which would require implementation of comprehensive chemical process safety management plans for hazardous chemical processes."

Wages disputed the report's claim that the petrochemical industry historically has lower injury rates than other industries.

"The presumption that good practices exist throughout the industry and that the incidences of fires and explosions of a potentially catastrophic nature are infrequent leaves us with the feeling that a great deal of bias has been allowed to creep into the report," Wages said.

At the time Dole requested the report for the President, OSHA commissioned a study by the John Gray Institute at Lamar University in Beaumont, Tex. focusing on safety, health and subcontractors.

Preliminary results from that study, which included nine case studies of petrochemical plants, "reach some striking conclusions that strongly support our contention that the industry is increasing its reliance on poorly trained and unqualified contractors in the interest of reducing 'head counts,' liability exposures, costs and reported injuries," Wages said.

Bill Burke/Page One Photography

SEIU members discuss health care reform concerns with Sen. Brock Adams (D-Wash.)

SEIU health workers ask Congress to cure ills

Dressed in surgical scrub shirts, more than 600 Service Employees made their rounds on Capitol Hill, meeting with members of Congress and pressing for action on national health care reform, family and medical leave and other issues.

The lobbying effort was part of SEIU's first health care convention, held May 2-4 in Washington, which also highlighted the union's health care workers organizing campaign.

At convention sessions, delegates marked the year-old affiliation of 55,000 members of the former Hospital and Health Care Employees with the SEIU.

SEIU President John Sweeney said the union's health-care organizing committee would work to reach the "sea of unorganized workers" in order to bargain for better "wages, working conditions and benefits for ourselves and better care for our patients."

Delegates adopted a statement of principles for the health care division, calling for organizing and effectively representing health care workers; establishing and improving standards of practices and care; ensuring that safe working conditions are maintained; eliminating barriers to professional recognition of health care workers, and increasing advocacy of patient needs.

Other speakers included Sens. Edward Kennedy and Barbara Mikulski and the Rev. Jesse Jackson.

Broadcast Employees vote down NBC offer

The Broadcast Employees and Technicians rejected the National Broadcasting Co.'s offer for a master agreement by a 4 to 1 margin.

The 14 NABET units covered by the bargaining rejected the package following the recommendation of the union's negotiating committee. The membership cast 1,601 mail ballots rejecting the package and 354 to accept.

John Krieger, assistant to the network coordinator and NABET's chief spokesman, said the members recognize "the job-threatening and devastating impact of many of the proposals contained in the package and were not swayed the least bit by the company's letter-writing campaign aimed at undermining the negotiating committee's recommendation for rejection."

Krieger explained that NBC wanted to increase the number of employees hired on a daily basis from the current limit of 6 percent of the workforce to 12 percent immediately and to 15 percent in 1992. The offer also included proposals requiring NABET members to allow their work to be done by management, subcontractors, or members of other unions, Krieger said.

Contracts between NABET and NBC expired on March 31. The union represents nearly one-third of the network's employees including engineers, newswriters, maintenance and service employees, couriers, staging and special services, traffic and communications employees and operations directors. They are members of locals in New York City, Washington, Chicago, Cleveland and the Los Angeles area.

ILGWU expands campaign against sweatshops

New York

The Ladies' Garment Workers are expanding their "Campaign for Justice" organizing drive beyond the Brooklyn, N.Y., base, targeting sweatshops in Los Angeles, San Francisco, Chicago and El Paso, Texas.

The ILGWU has declared "war on sweatshop conditions," President Jay Mazur said, pledging to continue the campaign "for as long as it takes."

The ILGWU effort was launched in Brooklyn in November 1989, where workers — mostly black and Hispanic immigrants — earn meager wages of less than $4 an hour and few benefits.

The ILGWU announced the expanded campaign at a gathering marking the 79th anniversary of the 1911 Triangle Shirtwaist Co. fire. Mazur compared the plight of the latest wave of immigrant workers to that of workers killed in the tragic fire.

"Today the sweatshop is back, again employing mostly immigrant workers — this time from the Caribbean, South America and Asia," he said. "Like the Triangle workers, these newcomers want only the chance to work hard for themselves and their families, but they are not ready to submit to abuse and exploitation."

The Campaign for Justice will enlist the support of local leaders in Hispanic, Haitian, Asian and African-American communities, as well as civil, religious and political officials, the union said.

The organizing effort also will fight for tougher enforcement of federal labor laws, will seek enactment of stricter state laws and will work to revise the nation's immigration laws "so that we will not have so-called 'illegal' workers at the mercy of unscrupulous employers," Mazur said. The campaign also will press for reform of laws governing collective bargaining and labor organizations.

Two rail unions hold first joint legislative meet

More than 330 political action directors and union activists lobbied on Capital Hill for the Amtrak reauthorization, child care and family and medical leave bills as part of the first joint legislative conference of the Maintenance of Way Employes and Transportation Communications Union.

BMWE President Geoffrey Zeh and TCU President Richard I. Kilroy both underscored the need for more concerted actions by rail unions by pointing to the fruitless two-year effort to get new national contracts with the rail industry.

AFL-CIO Secretary-Treasurer Thomas R. Donahue said organized labor must elect representatives "who share our interests and goals," stressing this year's elections for members of Congress and state legislatures will affect congressional reapportionment.

Donahue noted that the issue of quality and affordable health care is foremost in minds of rail workers who could be on strike late this year over that issue.

President Bush appointed a three-member emergency board on May 5 to resolve health care issues in the rail industry, the second special panel appointed in three months to deal with those issues. In February, Bush named a special commission to address health care issues in the coal industry.

Tim Dickson, executive director of Project 500 who formerly was with the BMWE, used a slide show to detail the state legislative seats that need to be protected or converted to the Democratic column to assure control over redistricting.

Workshops were held on voter participation and targeting, and on senior power/legislative grassroots.

From the political arena, delegates heard from Democratic Party Chairman Ron Brown, House Majority Leader Richard Gephardt and Sen. Howard Metzenbaum (D-Ohio), who recounted the continuing attempts by the Bush administration to gut the Federal Employers' Liability Act.

A legislative report to the delegates was provided by Jim Kennedy, executive director of the Railway Labor Executives' Association, TCU Legislative Director K.O. Richardson and BMWE Legislative Director Andrew Malek.

Other guest speakers included Gilbert Carmichael, head of the Federal Railroad Administration; Communications Workers Legislative Director Loretta Bowen; Marta David, assistant director of AFL-CIO COPE, and Ray Barnhart, former Federal Highway Administration official.

Emerging European democracies greet Kirkland

Continued from Page 1

cries of ''Free Lithuania'' greeted the introduction of Kazimieras Uoka, a trade union leader from Lithuania who had addressed the AFL-CIO convention last November.

During the Solidarnosc Congress, Kirkland and other members of the AFL-CIO delegation held a series of meetings with trade union activists who are struggling for freedom and democracy in other nations in the region — Romania, Bulgaria and even the Soviet Union. They asked for and received a pledge of support from their American brothers and sisters.

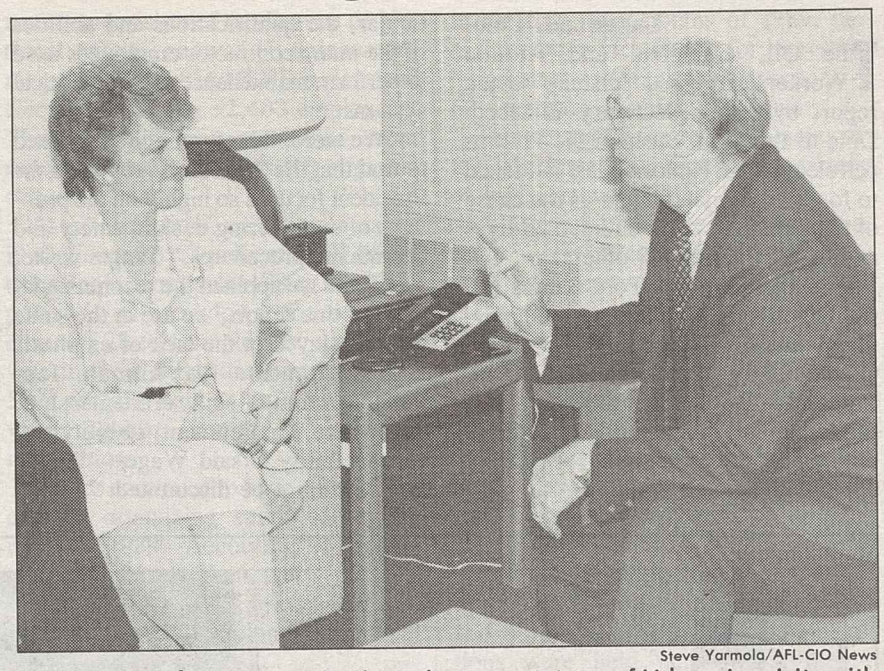
In Hungary and Czechoslovakia, political and free trade union leaders expressed their gratitude for the AFL-CIO's steadfast support for democratic reform and its assistance in building free trade unions to replace the communist system of state-run unions.

''The old structures are fighting to maintain their properties and their power,'' said Pal Forgacs, president of Hungary's Democratic League of Independent Trade Unions. ''We need your continued help and support in building a truly democratic labor movement here,'' he told Kirkland.

The newly formed independent trade union federations also are challenged by the rapid pace of reform, as new governments draft and debate a seemingly endless list of legislative proposals designed to create market economies and lure foreign investment. Labor leaders are suddenly faced with the task of lobbying their representatives on behalf of workers and educating their members on the importance of grassroots political action.

Of particular interest to free trade union activists was Kirkland's account of the AFL-CIO's legislative activities and the operations of the Committee on Political Education in the elections process.

''I particularly like your rating system regarding the voting records of elected representatives,'' said Igor Pleskot, president of the Czechoslovakian Federation of Trade Unions.



Steve Yarmola/AFL-CIO News

Kazimiera Prunskiene, recently elected prime minister of Lithuania, visits with AFL-CIO Secretary-Treasurer Thomas R. Donahue. During the session May 3 at federation headquarters, Donahue reaffirmed Lane Kirkland's call for international recognition of Lithuania as a sovereign nation.

Federation assails Bush inaction on trade law violations

Continued from Page 1

Brazil from this year's sanctions list.

In a letter to Hills, Donahue said the administration's move to cite only India for Super 301 infractions and its failure to name any country for violating the Title VII government procurement code, ''certainly conflicts with the spirit and intent of the 1988 act.''

Donahue also pointed out that only Liberia was cited for worker rights violations even though eight countries had been charged.

''Despite reaching preliminary agreements with Japan on certain issues, U.S. trade problems with that country remain extremely serious,'' Donahue warned.

''Over the past 10 years, numerous bilateral agreements with Japan have been signed to much fanfare, with the benefit later proven to be illusory,'' he noted. ''Without continued pressure of Super 301, we believe illusion will triumph over substance once again.''

One such accord on wood products announced in late April was assailed by Carpenters President Sigurd Lucassen as a ''complete sell-out by U.S. trade negotiators.''

Under the accord, Lucassen noted, 15 percent Japanese tariffs as well as import restrictions will remain in place. He said the accord stems from heavy pressure by lumber corporations to undermine log export legislation approved by the Senate.

Donahue reiterated the federation's call for a denial of U.S. privileges under the Generalized System of Preferences (GSP) for countries that violate worker rights. Despite continuing abuses, he noted, reviews have been extended for five countries: Syria, Benin, Dominican Republic, Haiti and Nepal.

''The United States cannot afford to forgo or even postpone actions to defend our national interests in the mere hope that multilateral solutions will be found,'' Donahue wrote.

AFL-CIO chief economist Rudy Oswald underlined those concerns at House oversight hearings. He noted that Congress recognized the inequities in government procurement policies with the enactment of the 1988 law.

''Regrettably, the administration has evaded its responsibilities and ignored the intent of Congress,'' Oswald testified.

INSIDE

VOLUME 35, NUMBER 10
MAY 14, 1990

AFL-CIO NEWS

1 ***Bush drops Japan as trade violator***

The Bush administration skirted U.S. foreign trade law by not keeping Japan on the list of trade violators, the AFL-CIO charges. Only India was cited.

2 ***AFL-CIO unions aid Daily News crews***

The AFL-CIO Strategic Approaches Committee laid out a union solidarity campaign to help members of 10 local unions in negotiations at the New York Daily News.

4 ***Union members rally, remember on April 28***

At rallies, memorials and tree-planting ceremonies, union members nationwide turned out on Workers Memorial Day to remember the dead and fight for the living.

1 ***Greyhound rallies target creditors***

Union members plan a day of solidarity rallies to pressure Greyhound back to the bargaining table with the Amalgamated Transit Union.

3 ***Senate adopts Hatch Act reform***

The Senate adopted reforms of the Hatch Act, restoring the right to participate in limited political activity to more than 3 million federal and postal workers.

6 ***Organizing gains highest in a decade***

Last year, AFL-CIO unions tallied the most impressive organizing gains in more than 10 years — winning 1,633 elections covering 87,000 workers, the NLRB said.

UNION YES

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AFL-CIO NEWS

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EXECUTIVE COUNCIL

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- Bush move on China assailed. Support pledged for Baltic republics. **Page 5**
- Union pension investment guidelines drafted. **Page 6**

Labor takes health campaign to people

By Candice Johnson and Michael Byrne

The AFL-CIO, outlining the next stage of its national health care campaign, pledged to "expose the dimension of the nation's health care crisis for the rest of 1990 and as far into the future as it takes to get a solution through Congress."

To rally public support, the Executive Council approved plans for regional hearings across the country this summer and authorized spending $4 million for the production of television announcements as part of the federation's Union Yes campaign, slated for later this year.

At a news conference following the council session, AFL-CIO President Lane Kirkland said the labor movement will seek to involve employers, providers, insurers and government agencies in the effort to provide Americans with quality and accessible health care.

The current health insurance system places a heavy burden on employers that do provide health insurance, either through their own action or as a result of collective bargaining negotiations, Kirkland said.

Those employers are facing "an increasing spiral of costs, about 20 percent or more per year. That's a much greater increase than any other element of the cost of living," he noted.

Under the current system, those employers, union workers and others who have health insurance coverage "are forced to pay for the 37 million working Americans who have no benefits because their employers are freeloading on the rest of us," he said.

Kirkland said the AFL-CIO's reform effort centers on 10 principles that deal with the key concerns of access, cost containment and quality of care. Those principles — which outline financial, quality, administrative, efficiency and other issues — were adopted by the Executive Council at its meeting earlier this year.

These principles must be "major features" of any national program, Kirkland said, but the federation is not yet pressing a specific legislative program. "We are in a negotiating mode," he said, adding that the AFL-CIO wants "to develop a concrete program that can attract as broad a base of support as possible," so Congress can be assured that there is strong public support across all sectors.

The regional hearings, coordinated by AFL-CIO unions, will seek to bring greater attention to the serious problems faced by working Americans who lack health care coverage. The sessions will be chaired by top officers of the federation and affiliates in various cities to be announced.

Karen Ignagni, director of the federation's Department of Employee Benefits, noted that 78 percent of all strikes last year were called because of employer demands on health care, according to statistics compiled by the Federal Mediation and Conciliation Service.

Disputes over health care in the rail and coal mining industries has led the Bush administration to appoint panels to study the situations and to make recommendations on how they might be resolved.

Reporting to the Executive Council on the progress of the emergency rail board, federation Vice President Richard Kilroy, president of the Transportation Communications Union, said he sees an emerging consensus between labor and management for the need for federal action on health care.

"Current legislation to force employers to pay part of the cost is not enough," Kilroy said. "We will continue to resist cost-sharing. We need a comprehensive package."

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Raymond Crowell/Page One Photography

Union Label Secretary-Treasurer Richard J. Perry welcomes families of striking Greyhound workers to the Union-Industries Show in Cincinnati. Story and more photos of show on Pages 8 and 9.

ATU offers to return to work at Greyhound

By Candice Johnson

Striking drivers and clerks, members of the Amalgamated Transit Union, proposed an unconditional return to work at Greyhound Lines Inc. to end the three-month-long strike.

In a letter to the bus line, Edward Strait, president of ATU's council of Greyhound local unions, asked the company to "advise us as to when employees should return to work."

The ATU offered to return to work under the terms of the expired contract. The National Labor Relations Board general counsel announced intentions to file a complaint against Greyhound for unfair labor practices leading to the strike.

If the NLRB complaint is upheld — and Greyhound officials said they would appeal before an administrative law judge and, if necessary, in the federal courts — striking workers would gain some protection against permanently losing their jobs.

Greyhound, which has hired about 3,000 scab drivers, told ATU representatives that about 50 jobs are available for union members.

The bus carrier also could be liable for backpay to strikers if the board's complaint is upheld — although the appeals process could take several years.

The NLRB complaint alleges that Greyhound unilaterally imposed contract changes last March, before an impasse in negotiations was reached. The labor board rejected two other ATU

Continued on Page 2

Council vows restoration of right to strike

By Michael Byrne

Calling the use of strikebreakers "a burning issue" to union members, AFL-CIO President Lane Kirkland vowed to "raise the issue in every forum that we can find" in an effort to rally public attention and concern for workers' right to strike under the National Labor Relations Act.

"This issue is at the heart of the problem of labor law in this country," Kirkland said. "Court decisions have effectively contradicted the right to strike, which is elemental to the existence of freedom of association and action in this country."

Legislation to address the strikebreaker issue was among the concerns expressed by the Executive Council, which also made plans to intensify its boycott campaign of Shell Oil Co., pledged its support for the Holocaust Memorial Museum and the American Labor Museum, heard from Reps. Gus Hawkins (D-Calif.) and Pat Williams (D-Mont.), and accepted a Distinguished Service Award for the federation from Justin Dart, chairman of the president's committee on employment for disabled Americans.

Various Executive Council members voiced their concerns about the widening use of strikebreakers and reported on campaigns by their unions to educate members of Congress and the general public in behalf of striker replacement legislation.

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Council warns against trade pact with Mexico

By John R. Oravec

A free trade agreement between the United States and Mexico would undermine the jobs of more American workers and further exploit poverty-trapped Mexican workers, the AFL-CIO warned.

Stressing that problems of poverty and economic development on both sides of the border "are too serious to be left to the interests of private capital," the Executive Council urged President Bush and Congress to reject negotiations on a free trade pact.

Current trade arrangements with Mexico already have harmed the U.S. manufacturing sector, the council noted.

The council also said that thousands of American jobs and employment opportunities have vanished as U.S. companies take advantage of the poverty of Mexican workers.

"Over 400,000 Mexican workers are now employed at wages under $1 an hour producing goods destined almost entirely for the U.S. market," the council said.

In place of the free trade agreement, the council said, both governments must work to solve the problems of poverty and economic development. It cited the need for foreign aid, development planning, higher pay and living standards for Mexicans, as well as curbs on pollution along the border.

"This is particularly true with respect to those American-owned manufacturing plants — the maquiladoras — in which exploited Mexican workers produce goods for the U.S. market," the council said.

A free trade agreement will only encourage greater U.S. capital outflow and more damaging Mexican imports, while doing little for the Mexican workers as their wages are kept low to attract continued U.S. investments.

The council also expressed concern about the Mexican government's insistence on a provision in the proposed trade pact to guarantee many more Mexican workers the opportunity to work in the United States. Such a provision would distort U.S. immigration policy, it warned.

ATU proposes return to work at Greyhound

Continued from Page 1

allegations — that Greyhound had bargained in bad faith and that the company's refusal to meet until at least a week had passed without any "violent incidents" was illegal.

The NLRB general counsel accepted a company complaint that ATU members had engaged in "acts of violence, mass picketing and other picketline misconduct."

Labor's solidarity campaign with Greyhound strikers continued with union members in seven cities distributing leaflets at major Greyhound creditor offices on May 17.

In Boston, New York, Chicago, Los Angeles, San Francisco, Washington and Omaha, Neb., union members urged creditors to "act in their own interest" and encourage Greyhound management to reach a fair settlement with ATU. The traveling public also was urged not to ride the bus line until the strike is over.

In a letter to major Greyhound creditors, AFL-CIO President Lane Kirkland cited the company's own filings with the Securities and Exchange Commission, which stated that a prolonged strike could result in the company "not being able to meet certain covenants contained in the 1989 credit agreement."

"Holders of Greyhound bonds have already suffered financial harm as a result of management's refusal to return to the bargaining table," he wrote. "Even more disquieting is the extent of Greyhound long-term debt, which stands at 91.4 percent of total capital and equity."

Kirkland pointed out the "disturbing similarities between Greyhound and the Eastern Airlines experience." At Eastern the creditors did not support the unions' call for a trustee and ended up seeing their holdings substantially reduced.

"It is my hope that the creditors of Greyhound Lines will not stand by and be an unwitting party to the crippling and/or possible destruction of this company," he wrote.

The "Fairness for Greyhound Strikers Fund" was boosted by a $50,000 contribution from the Steelworkers, and by donations from AFL-CIO affiliates. The fund is located at 1140 Connecticut Ave., N.W., Washington, D.C. 20036.

Meanwhile, Greyhound's financial picture remains bleak, as the debt-burdened company missed two interest payment deadlines and received a lowered investment rating from Standard & Poor's Corp. Greyhound has begun negotiating with creditors, lenders and suppliers to try and restructure credit agreements and extend payments.

Raymond Crowell/Page One Photography

Teamsters President William J. McCarthy leads IBT delegates in St. Louis march supporting Greyhound workers.

AFL-CIO expands health campaign with hearings, ads

Continued from Page 1

Vice President Rich Trumka, president of the Mine Workers, said he is hopeful that the blue-ribbon panel appointed by Bush to study pension and health care problems in the coal industry will have constructive recommendations by the fall.

Trumka noted that William J. Usery, the former labor secretary who helped mediate the Pittston strike, "is convinced that health care must be removed from collective bargaining, and that a comprehensive national health care program must be passed by Congress."

The public hearings "will help to build the national grassroots campaign, to get the public's attention, for health care legislation," John Sweeney, president of the Service Employees and chairman of the federation's Health Care Committee, told the council.

"To those who lack access to good health care, we say we seek to build support for a national system that makes quality health care available to everyone at a price that is reasonable and is shared fairly by all Americans," Kirkland said at the news conference.

But "to those who believe this crisis doesn't affect them, we say you are wrong. The crisis in health care threatens everyone. If you think it's only your neighbor's problem, just wait until tomorrow," he stressed.

As part of the grassroots campaign, the AFL-CIO Department of Employee Benefits has produced three new publications to help trade unionists build community support for health care reform, fight back against employer efforts to shift costs to workers, and develop corporate campaigns that will help win comprehensive health care reform.

Single copies of the booklets, "Organizing in Your Community," "Working at the Bargaining Table" and "Launching the Corporate Campaign," are available free from the AFL-CIO pamphlet division, 815 16th St., N.W., Washington, D.C. 20006.

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Wayne E. Glenn
James E. Hatfield
Gerald W. McEntee
Owen Bieber
Morton Bahr
Gene Upshaw
Jack Sheinkman
William J. McCarthy
George J. Kourpias
Frank Hanley

LEGISLATION

Bill gives disabled broader rights

By Mike Hall

More than 40 million Americans with disabilities will gain the same civil rights protections that other minorities and women enjoy under the provisions of the Americans with Disabilities Act (ADA) passed by the House, 403-20.

The bill, H.R. 2273, which was strongly supported by the AFL-CIO, will ensure that disabled Americans have access to employment, transportation, public accommodations and communications. The Senate passed its version last year and the bills have received the backing of the Bush administration.

''Inaccessible work environments, the stereotyped and discriminatory attitudes of many employers, and the lack of necessary skill training all hinder the efforts of those with disabilities to become part of the economic mainstream,'' said AFL-CIO Legislative Director Robert M. McGlotten.

In 1987, a disabled worker received 64 percent of what his non-disabled coworkers made. More than 70 percent of working age disabled people are unemployed, although the vast majority want to work. Instead, federal disability and welfare checks cost the government $60 billion a year.

Fears of the cost of complying were dispelled in congressional debate. A Department of Labor study shows that half the workplace accommodations, such as changing a wheelchair user's work hours to conform with the schedule of lift-equipped buses, cost little or nothing. Another 30 percent of the changes cost between $100 and $500. In fact, federal contractors working under the 1973 law said compliance with the law has been ''no big deal.''

Through its Human Resources Development Institute (HRDI), the AFL-CIO has shown that employers and workplaces can accommodate the work-related needs of persons with disabilities and benefit from their participation. During the past 12 years, HRDI has placed more than 4,000 workers with disabilities in high level competitive employment.

Both the labor-supported Senate (S. 933) and House bills would ban discrimination in these areas:

● **EMPLOYMENT** — An employer may not discriminate against any qualified individual in any term, condition or privilege of employment. Employers have the obligation to make ''reasonable'' accommodations unless it would place undue hardships on the business.

● **PUBLIC TRANSPORTATION** — The legislation would ensure that people with disabilities have access to adequate transportation. Already 35 percent of all mass transit buses are accessible and U.S. Attorney General Dick Thornburgh said no retro-fitting of current buses would be required.

● **PUBLIC ACCOMMODATIONS** — It would be illegal for public accommodations to refuse service or exclude any person with a disability. Existing facilities must remove barriers where it can be done without great expense or difficulty, such as placing a ramp over one or two steps.

● **TELECOMMUNICATIONS** — The bill would require intrastate and interstate telephone systems to provide relay services for telecommunication devices (TDDs) used by the hearing impaired.

BCTD backs construction safety measure

By Arlee C. Green

Building trades unions called on Congress to create a new office of construction safety and health within the Occupational Safety and Health Administration, which would deal specifically with the unique hazards and structure of this industry.

Robert A. Georgine, president of the AFL-CIO Building and Construction Trades Department, and Carpenters President Sigurd Lucassen testified before the House Education and Labor Subcommittee on Safety and Health in support of H.R. 4652, the Construction Safety, Health and Education Improvement Act of 1990.

Georgine recalled for the subcommittee the 51 deaths in a cooling tower collapse in Willow Island, W.Va., more than a decade ago and the 28 workers killed in the collapse of a building under construction in Bridgeport, Conn., in 1987. After each tragedy, the BCTD recommended construction industry safety improvements in testimony before the subcommittee, and yet ''the necessary improvements in the Occupational Safety and Health Act have not taken place,'' he said.

He called the toll of construction deaths, injuries and illnesses, ''appalling.'' More than 5 million building tradesmen have been injured on the job since 1970 with more than 50,000 dying of their injuries.

While construction workers constituted 4 percent of the workforce and 15 percent of the on-the-job fatalities in 1970, today they are 5 percent of the workforce, but account for 26 percent of the deaths.

Nationally uniform safety requirements must be established, Georgine urged, so ''there will no longer exist a competitive advantage for contractors who are not interested in the safety and health of their employees.''

Because often there are more than 100 contractors and subcontractors on a large project, the law must require that someone at each site be responsible for overseeing safety on the project as a whole, Georgine said.

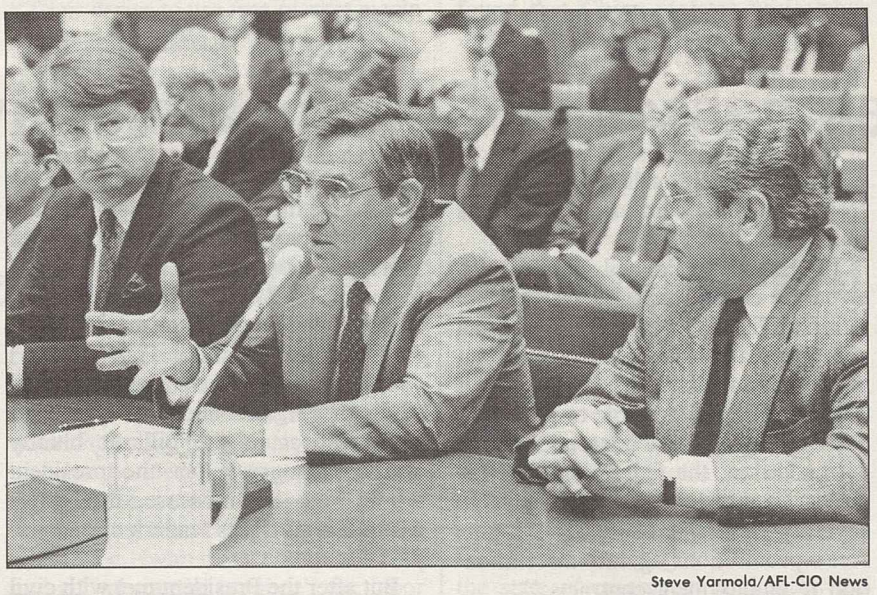
Project-wide safety and health plans should be included in project contract documents whenever possible, Georgine said, and the safety specialist should be required to submit a report covering fatalities, injuries and structural failures. Such reports would aid OSHA in targeting inspections, he said.

Georgine also pressed for a permit system covering hazardous operations and a requirement for a procedure making consent to OSHA inspections a condition of doing business. Further, he asked that the bill cover the 500,000 self-employed construction workers who have no employees, but whose actions on a multi-employer worksite could affect the safety and health of others.

Lucassen's testimony centered on employer accountability, reporting procedures, training of OSHA inspectors and the establishment of the new OSHA office on construction safety. He emphasized that the requirements of H.R. 4652 by Rep. Joseph Gaydos (D-Pa.) are attainable and in many instances already in practice by employers who are concerned about worker safety and health.

OSHA's current methods of targeting inspections was criticized by Lucassen as misdirected efforts. Of the 28,862 OSHA construction site inspections in fiscal year 1989, the agency found 25 percent in compliance and another 25 percent were cited with nothing more severe than non-serious violations.

Lucassen emphasized the need for an effective targeting program by explaining how 17-year-old Martin Lawless, a member of the Carpenters, fell to his death from an unguarded hole in the floor after his local union's pleas to the employer had gone unanswered. On calling OSHA for an immediate inspection, the union was told to do it in writing. While the paperwork was being processed at OSHA, Lawless fell to his death while his father was working nearby.



Steve Yarmola/AFL-CIO News

BCTD President Robert A. Georgine is flanked by Jim Lapping, the department's safety director, and Leo Zeferetti, legislative director, during testimony on construction safety.

Capitol Digest

An AFL-CIO-backed amendment which offers extended unemployment and job retraining benefits to workers who lose their jobs to new clean air regulations was included in the House-passed version of clean air legislation (H.R. 3030).

Introduced by Rep. Robert Wise (D-W.Va.), the amendment was adopted by a 274-146 vote. The entire clean air package was approved by a 401-21 margin.

The Wise amendment would allow workers in such industries as aerospace, aluminum, automobile, chemical, coal, petrochemical, steel textile and utilities an additional six months of unemployment benefits, in addition to the six months to which they are already entitled.

In order to be eligible, workers would have to prove the new clean air act was ''an important factor'' in their displacement and would be required to enter a retraining program.

An amendment, opposed by the AFL-CIO, which would have mandated the production and sale of more than one million alternative fuel vehicles nationwide was not adopted. The strict California emission standards in the bill and an amendment calling for ''reformulated gasoline'' are adequate responses to automobile emission problems, the federation said.

Instead, a compromise was reached calling for the sale of 300,000 such cars by 1997 in Southern California as part of a pilot project.

The Senate passed its clean air bill earlier this year.

In other Hill action:

AIR TRAFFIC CONTROLLERS — The National Air Traffic Controllers Association has thrown its support behind a bill that would help attract and retain controllers in the high-pressured control towers at the nation's airports. H.R. 4741, introduced by Rep. Doug Bosco (D-Calif.) would increase premium pay for Saturdays and provide for a straight 20-year retirement plan regardless of age.

AVIATION — The AFL-CIO has urged U.S. trade negotiators not to include air transportation in the current round of GATT talks. If included, ''government subsidized foreign airline carriers would be able to do business in our domestic markets on the same basis as U.S. carriers...jeopardizing the livelihoods of thousands of airline employees around the country,'' said AFL-CIO Legislative Director Robert M. McGlotten in a letter supporting a House resolution (H. Con. Res 280).

CHILD CARE — 57 House and Senate members began their conference on child care legislation passed to reconcile the two versions. Child care advocates urged the conference to retain safety and quality assurances, to make sure tax credits are a supplement and not a substitute for $1.75 billion direct child care funding and assure funds for Head Start and public schools.

EXECUTIVE COUNCIL

Immigration reforms sought to end hiring bias

By Gene Zack

Government reports make clear that an "unintended effect" of the 1986 Immigration Reform and Control Act has been "job discrimination against Hispanics and Asians — including the very people granted amnesty" by that law, the AFL-CIO said.

The Executive Council pointed to a recent General Accounting Office report to Congress showing that 19 percent of surveyed employers discriminated in their hiring practices as a result of civil and criminal penalties facing those who knowingly hire undocumented workers.

In a detailed statement examining the ramifications of employer sanctions written into the four-year-old measure and the legal remedies required to correct the current situation, the council made clear labor's view that "this discrimination must be halted," adding:

"At the same time, the AFL-CIO is convinced that the outright repeal of employer sanctions would create new discrimination at the worksite and would, therefore, be a step backward.

"The repeal of sanctions would be an open invitation to unscrupulous employers to hire undocumented workers. Legal, but minority, workers would be harassed and subject to dismissal. The undocumented would be hired, not for humanitarian purposes, but to be exploited and denied many of the benefits of law."

Without objecting to the resolution, council member Jay Mazur of the Ladies' Garment Workers noted his union's support for repeal of employer sanctions.

The GAO told Congress that employer discrimination stemmed from a lack of understanding of the law's provisions, confusion and uncertainty concerning eligibility since 17 separate documents can be presented to prove work authorization, and the prevalence of counterfeit and fraudulent documents.

The Senate Subcommittee on Immigration and Refugee Affairs has held hearings on the GAO report and a joint task force has been formed, chaired by Assistant Attorney General John Dunne, who heads the Justice Department's Civil Rights Division.

With the task force scheduled to make recommendations to Congress by Sept. 1, Sen. Edward M. Kennedy (D-Mass.) has urged it to consider a number of reforms aimed at ending any discrimination flowing from implementation of sanctions.

He recommended that the Bush administration:

- Increase public education by reaching beyond the Immigration and Naturalization Service to tap the expertise of the Labor Department, the Equal Employment Opportunity Commission, their field offices, state employment agencies and others.
- Establish field facilities for Offices of Special Counsel to respond more readily to appeals from workers and employers for clarification of the law's intent.
- Reduce the number of work documents immediately to five or less while the task force considers a single fraud-resistant, uniform system.
- Develop INS uniformity in the application and enforcement of employer sanctions.
- Increase the Labor Department's role in enforcing sanctions.

Kennedy also called for legislative remedies to:

- Shift the primary responsibility for enforcing employer sanctions from the INS to the Labor Department.
- Review development of a fraud-resistant card or system for determining employment eligibility across the nation.
- Strengthen the law's anti-discrimination provision and make it comparable to other anti-bias laws as it relates to coverage, terms and conditions of employment, private right of action, remedies, penalties and attorney fees.

Declaring that "discrimination in any form is unacceptable," the Executive Council voiced its support for Kennedy's proposals.

But since the recommended remedies cannot be put into force immediately, the AFL-CIO suggested an interim period during which employer sanctions would be "greatly simplified."

The federation urged Congress to "hold employers harmless if the prospective employee has supplied his or her name and social security number and an '800' number phone call confirms the match, or if the worker produces an immigrant work permit."

This simplified system, the council said, "should do much to eradicate the job discrimination confronted by Hispanics, Asians and other minorities, and especially those granted amnesty under the 1986 law."

Acknowledging that reform of the immigration law "is a complex and controversial subject," the federation declared:

"What is neither complex nor controversial, however, is the need to eliminate the added discrimination caused by this law without creating a new and different form of discrimination.

"The AFL-CIO is committed to working with others in the civil rights community, the Congress and the administration to secure this goal."

Council presses passage of restorative civil rights bill

By Gene Zack

The AFL-CIO called on Congress to enact, and President Bush to sign, legislation that would restore the employment discrimination provisions contained in Title VII of the 1964 Civil Rights Act — provisions "undermined" by recent Supreme Court decisions.

The federation branded the high court rulings as "regressive," charging that they had frustrated the law's goal of eliminating "discrimination in the American workplace and the opening up of opportunities for those groups which have traditionally been excluded from the mainstream of our economic life."

The Executive Council roundly criticized the court, saying it has "all but nullified Title VII's ban on employment practices that have a discriminatory impact on minorities and women and has made it nearly impossible to settle bias cases through judicial consent decrees."

In addition, the federation said, the court "reached back into history to severely limit the 1866 Civil Rights Act's prohibitions against discrimination in employment contracts."

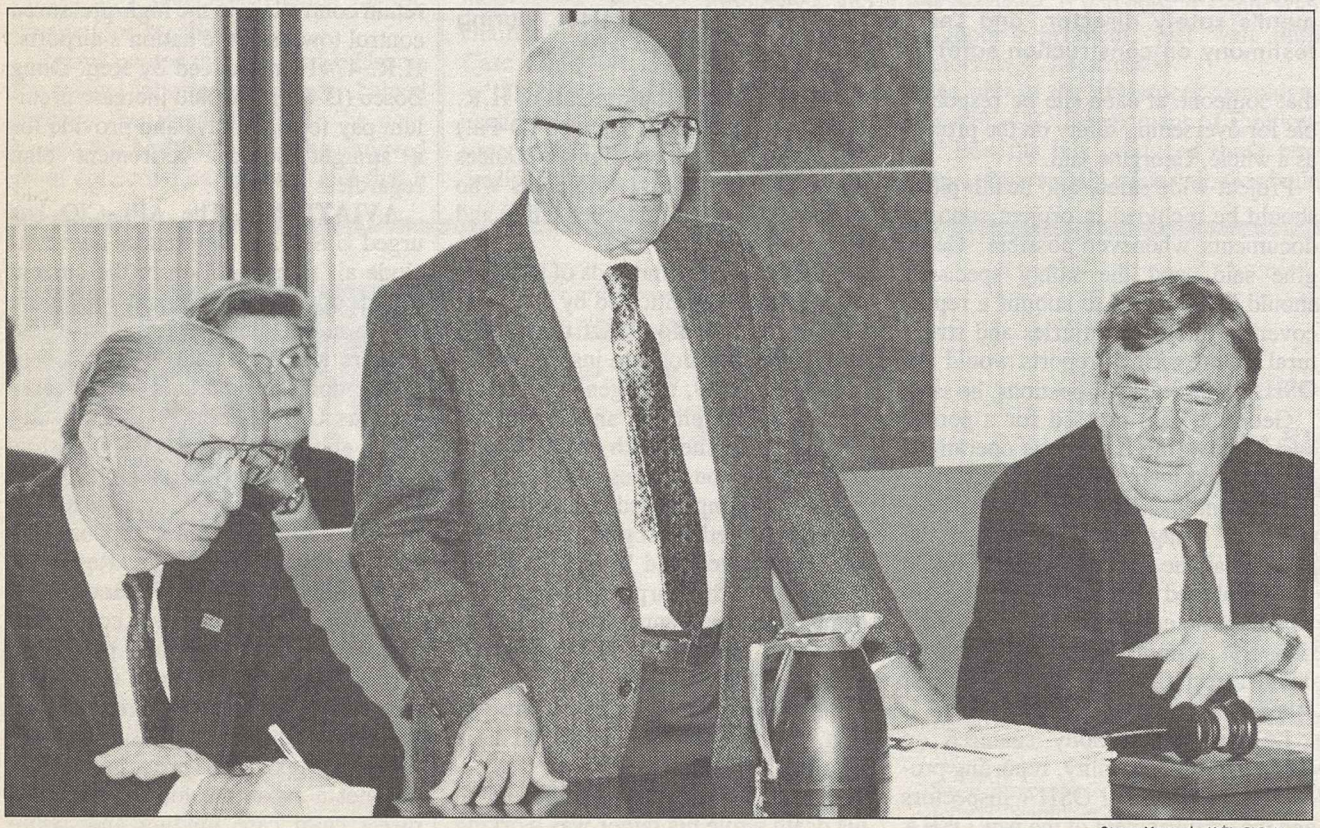
The AFL-CIO joined its allies in the civil rights movement in endorsing the pending bipartisan Civil Rights Act of 1990, sponsored by Sens. Edward M. Kennedy (D-Mass.) and Jim Jeffords (R-Vt.), and Reps. Augustus Hawkins (D-Calif.) and Hamilton Fish (R-N.Y.)

The Administration has sent out contradictory signals about its intentions with respect to the bill. It bluntly warned Congress that the president would veto the measure, then Bush assured civil rights leaders of his support for their cause.

But after the President met with civil rights leaders at the White House, administration officials renewed talk of Bush's unhappiness with key provisions in the measure.

This legislation, said the council, "would repair the most serious damage to the law worked by the Supreme Court and would correct what has become an increasingly harmful defect in Title VII's remedies for sexual, racial or religious" bias.

The American trade union movement remains "as committed to achieving equal employment opportunity today as we were in 1964."



Steve Yarmola/AFL-CIO News

Rep. Augustus F. Hawkins addresses AFL-CIO Executive Council, which honored his long-time public service.

Hawkins honored for valiant service

The half-century of legislative successes and battles fought by Rep. Augustus F. Hawkins (D-Calif.) on behalf of the labor and civil rights movements were praised by the Executive Council, which said it views his forthcoming retirement with "regret" and a "profound gratitude and admiration for his lifetime of valiant service."

"In his stalwart role as defender of working people, minorities, women, students, the elderly and disabled people he has touched the lives of all Americans," the council said in a statement. His public service includes 28 years in the House of Representatives and a nearly equal span in the California legislature.

The council cited as one of his many outstanding achievements in Congress the enactment of Title VII of the landmark 1964 Civil Rights Act, which created the Equal Employment Opportunity Commission and mandated fair employment practices.

Steve Yarmola/AFL-CIO News

The Executive Council, meeting in Washington, passed five resolutions on international affairs.

Bush assailed for cave-in on China

By Gene Zack

The AFL-CIO accused the Bush administration of caving in to ''the profiteers in the business community'' by continuing preferential trade treatment for Communist China despite its ''massive human and labor rights abuses.''

''We are opposed to extending most-favored-nation eligibility to China, so long as their pattern of repression and violence against their own people continues,'' federation President Lane Kirkland told a press conference during the Executive Council meeting.

Bush announced May 24 his decision to continue the trade benefits. The council had warned that if the White House persisted on this course, the AFL-CIO would press for congressional action to overturn the action. After Bush's announcement, the federation began to shape an aggressive pursuit of the issue in Congress.

The labor movement branded the nation's China policy ''morally weak and a strategic shambles'' in the wake of last year's Tiananmen Square massacre, when hundreds of workers and students were slain and tens of thousands imprisoned for speaking out in favor of human rights.

''It is time for the administration to recognize that its China policy represents a rejection of American values and is an embarrassment to the American people,'' the council said.

Underscoring its support for the Chinese people, the AFL-CIO announced that it will participate in activities commemorating the massacre, with ceremonies and demonstrations in major cities June 3 and 4.

The events — set for Los Angeles, San Francisco, Boston, New York, Washington and other cities — will include rallies, wreath-laying ceremonies, candlelight vigils, and letters of protest delivered to consulates of the Chinese government.

AFL-CIO unions are working with Chinese democratic and student organizations in coordinating the events.

''As the Tiananmen massacre and subsequent repressions have shown, China's dictators remain wedded to totalitarian rule,'' the council said. ''Their desire to use free market mechanisms reflects the failure of state planning and central economic control, not their aversion to political absolutism.''

If China wants to be a genuine partner in the international community, the federation declared, ''it must release its political prisoners, allow workers to organize unions independent of the party-run All-China Federation of Trade Unions, and permit other Chinese to associate freely to pursue their interests.''

The council sharply criticized the rush to Beijing of IBM and Motorola, Taiwan's anti-labor Formosa Plastics and the Rev. Sun Myung Moon, who is building an auto plant in the People's Republic, calling such actions ''evidence of a thirst for profits made on the backs of China's exploited workers.''

The silence of the international business community over worker rights abuses in Communist China is ''easily understood,'' the federation said. ''But the silence of the U.S. government is incomprehensible.''

The council saw only one bright spot on the horizon — the action by the federal government's Overseas Private Investment Corporation, which responded to an AFL-CIO petition and found that China violates basic labor rights standards.

Bush should have applied that same logic and denied China special trade (most-favored-nation) benefits for its ''brutal and unrelenting suppression of basic human and worker rights,'' the federation said.

Rights abuses deplored; full ILO funding backed

By Gene Zack

The AFL-CIO challenged the South Korean government to tear down its ''barriers of intolerance'' toward unions and to redeem its promise of ''progress, freedom and democracy for which Korean workers and citizens so plainly yearn.''

Condemning South Korea's suppression of fundamental worker rights, the Executive Council said it will continue to oppose that nation's membership in the Organization for Economic Cooperation and Development, and urged the Bush administration to make clear that such violations undermine the U.S.-Korean relationship.

Addressing other key issues in the international arena, the council:

- Expressed gratification over the ''unprecedented pace'' at which South Africa has begun to address the issue of apartheid, but reaffirmed its position that congressionally imposed economic sanctions continue until the last vestiges of racial bias are removed.
- Deplored the U.S. government's failure to pay the full share of its financial obligations to the International Labor Organization, and called for American ratification of key ILO conventions on worker rights.

The council deplored the turnaround in Korea since 1987, when free elections were held and labor laws were revised to ease some of the constraints that have hamstrung trade unions.

But last year, President Roh Tae-woo's ruling party engineered a merger with two leading opposition groups to create ''a conservative mega-party, starkly pro-business, intent on co-opting reformist opposition leaders, and reinforcing ruling party control that short circuits the electoral process.''

Today, more political prisoners are incarcerated than before the fall of the Chun Doc Hwan dictatorship in 1987, and a ''substantial number'' are labor leaders ''arrested for exercising their rights of freedom of speech and association,'' the council emphasized.

The council cited a recent strike by union employees of the Korean Broadcasting Service, in which 2,500 riot police stormed the broadcasting facility, hauled off 400 workers, issued arrest warrants for union leaders, and set harsh penalties for union activists.

Angered by these actions, 20,000 workers struck the Hyundai shipyards. When 1,500 workers held out for their demands that jailed union leaders be released, they were attacked by more than 10,000 riot police.

''Such repressions and recent anti-union rulings in national and regional labor courts demonstrate the ferocity of the Roh government's attack on human and trade union rights,'' the federation said.

In South Africa, President F. W. de Klerk has taken the first steps toward political change by lifting bans on political and trade union organizations, easing restrictions on other organizations, releasing some prisoners, relaxing a few regulations, and engineering the long-awaited release of Nelson Mandela, the council noted.

While talks have begun aimed at a peaceful, negotiated settlement of South Africa's problems, the statement continued, ''the process has only begun and the road to a non-racial South Africa will be difficult and perilous.''

The AFL-CIO repeated its calls on the South African government to end the state of emergency and allow the townships to be self-governing, repeal the last vestiges of apartheid legislation and immediately release all remaining political prisoners.

The council also criticized the U.S. government's ''arbitrary policy'' of providing full funding for a few privileged international organizations and partial funding for others, which means the nation is almost $83 million in arrears on its obligations to the International Labor Organization.

The federation strongly defended the ILO as the only tripartite organization in the United Nations system in which workers and employers have a voice and a vote.

''At a time when great strides toward democracy are being made around the world, it is particularly inappropriate to shackle the UN specialized agency that can make the greatest contribution to strengthening and protecting civic institutions, especially free trade unions, which can ensure that democracy takes root,'' the AFL-CIO said.

The council also urged prompt ratification of basic ILO conventions, including No. 87 on the Right to Organize, and No. 98 on the Right to Organize and Collective Bargaining.

Support vowed for oppressed Baltic nations

Kremlin condemned for threats, violence

By Gene Zack

The American trade union movement pledged its full support to the independence movements in Lithuania, Latvia and Estonia, and deplored Soviet ''threats and violence'' against the three republics forcibly incorporated into the Soviet empire by invasion after the 1939 Hitler-Stalin pact.

The actions by the democratically elected parliaments in the Baltic republics underscore their people's ''desire for national self-determination and for an end to colonial rule,'' the AFL-CIO said.

The federation condemned the Kremlin for imposing an economic embargo on Lithuania and its military intimidation of that country, as it called on the Bush administration to recognize the new government in Vilnius and urged Congress to extend that republic special trade privileges.

At the same time, the Executive Council pressed the Bush administration ''not to enter into any economic agreements with the USSR until the Kremlin's tactics of blockade and intimidation are ended.''

Specifically, the AFL-CIO announced its opposition to granting most-favored-nation status to the USSR and pressed Congress to bar U.S. participation in the European Bank for Reconstruction and Development if the Soviets are involved in that bank.

The Baltic ''dash for freedom,'' said the federation, is encouraging pro-independence movements in Georgia, Armenia and the Ukraine, and the USSR is ''likely to face an upsurge in worker discontent over deteriorating living standards, the byproduct of failed and half-hearted economic reforms.''

The peaceful public pressure of workers and other Soviet citizens is evidence, the council said, that the USSR is ''an untenable entity that oppresses workers, national minorities and religious believers.''

After three-quarters of a century of ''totalitarian tyranny and misrule,'' the Soviet Union today presents both great opportunities for democratic change as well as dangers that progress can be stalled or reversed, the statement emphasized.

With such former Eastern and Central European colonies as Poland, Hungary and Czechoslovakia moving toward free-market economies, and with Bulgaria likely to follow their lead, the USSR will find itself ''trapped in a moribund centralized economic system'' and ''increasingly isolated from the world economy,'' labor said.

This makes the Soviet Union ''more susceptible to Western influence and economic pressure,'' the council said, which can lead to ''significant democratic reforms.''

It called for continued movement on much-needed bilateral arms and troop reductions, accompanied by efforts to ''promote the idea of free and fair democratic elections throughout the USSR and the independence of trade unions as the price for Soviet integration into the world economy.''

The council expressed regret that twice in recent months, Soviet authorities prevented AFL-CIO delegations from traveling to the USSR to meet with representatives of that nation's emerging free trade union movement.

Council issues guidelines on pension fund investment

By Arlee C. Green

The AFL-CIO Executive Council adopted a set of principles on pension investments that fund trustees should follow in making prudent investment decisions on behalf of workers.

The principles seek to involve workers in the process and to protect them from employers who are allowed to skim off so-called "excess" assets.

The council underscored the need for joint trusteeship of single-employer plans and for provisions subjecting public sector pension trustees to the same standards of fiduciary conduct as those covered by the Employee Retirement Income Security Act of 1974.

The statement stressed that workers own the monies placed in pension funds because they forgo increases in wages and other benefits in exchange for those pension benefits. And when the market value drops, employers try to cut wages or benefits to cover the shortfall.

Conversely, gains in the market value should revert to the workers as increased benefits, the council said. Legislation is needed to prevent employers from skimming off the money, earned from the workers' investments, that is above a fund's liability.

In the administration and investment of pension fund assets, the workers are entitled to equal participation with employers, the statement of principles said. It urged that fund trustees establish guidelines for ensuring fund assets are invested in ways consistent with the interests of vested workers and covering the exercise of shareholder rights, including the voting of proxies.

In making investment decisions, the statement said, trustees must balance various interests: the rate of return relative to risk, the viability of the employer, wage and benefit gains, promotion of local economic development, job creation and the employer's responsibility to the shareholders, workers and communities in which the company operates.

To further protect workers' long-term interests, trustees should develop guidelines on the purchase of annuities that consider credit ratings for insurance companies offering the annuities, the companies' investment portfolios, and the availability of state reinsurance coverage.

Trustees also may wish to consider applying similar criteria to commercial investments made with insurance companies, such as guaranteed investment contracts (GICs), the guidelines said.

The statement of principles urged that criteria should be developed for targeted and exclusionary investments that may help advance certain economic, regional or social objectives without harming the plan's investments. Exclusionary investments may rule out investments in countries that violate human rights, or in hostile leveraged buyouts, junk bonds or certain foreign or U.S. jobs, the statement said. A corporation's record on labor relations, safety or the environment also may make certain investments unappealing.

Targeted investments may include the local economy where participants live, affordable housing projects that employ union construction and union-made products, or companies with stable labor-management relations and job-generating enterprises, the council said. Several pooled investment funds currently allow targeted investments, such as the AFL-CIO Housing Investment Trust and the Building Investment Trusts, or funds that invest in democratically controlled employee ownership funds.

Despite attractive investment opportunities, the council noted, pension capital rarely becomes available to smaller businesses or residential real estate, creating a "capital gap" in these

To take advantage of available investment opportunities, while also promoting the long-term vigor of the economy and their own financial stability, pension funds may want to:

- Take advantage of public or private programs that can provide financial evaluations and coordination of prudent targeted investment opportunities.
- Use funding partnerships that provide investment guarantees or other financial assistance that promotes prudent economically targeted investments.

Investment guarantees, provided by the federal government or the states, could ensure that investments are prudent and reflect the long-term interests dent, the council said. Additionally, participating pension funds should have a voice in the decision-making process of these public and private partnerships.

Referred resolution adopted on public sector retiree funds

The AFL-CIO Executive Council approved a resolution to protect public employee pensions, following a report from the Referred Resolutions Committee.

The committee recommended a substitute measure for Resolution 202, Protect Public Employee Pensions, which had been referred to it from the 1989 AFL-CIO Convention.

The resolution supports a program of the AFL-CIO Public Employee Department, which urges steps to:

- Preserve the benefit security of public employee pensions.
- Develop a program to assure plan participants an equal voice with management in the plan's administration, including investment decisions.
- Organize seminars, workshops and conferences for public employee representatives who are on pension plan Boards of Trustees and for union leadership involved in pension plan decision-making.

The resolution notes that the $800 billion in state and local government employee pension plans represents "deferred" wages of millions of public workers. Those funds are daily invested by pension fund managers "over whom the members of the pension plan have little or no control."

Often, investments from these funds have underwritten risky junk-bond, leveraged buyouts which often result "in massive job losses in the very states in which our members work and lives, thereby undermining the local economy and its tax base," the resolution emphasized.

Noting that the security of public employee pension plans is based on investment policies that assure a reasonable and consistent return, the resolution stressed that the "current, unwise, short-sighted investment practices of many financial managers pose a serious threat to the fiscal soundness" of such plans.

Steve Yarmola/AFL-CIO News

Rep. Pat Williams discusses issues with the Executive Council.

Council presses for passage of law banning strikebreakers

Continued from Page 1

A ban on strikebreakers has been introduced in the Senate (S. 2112) by Sen. Howard Metzenbaum (D-Ohio) and in the House (H.R. 3936) by Rep. William Clay (D-Mo.).

Vice President William McCarthy said the Teamsters are withholding campaign contributions from any member of Congress who does not support the strikebreaker legislation. Vice President William Bywater said the Electronic Workers had the same position.

A postcard-writing campaign conducted by the Aluminum, Brick and Glass Workers at the Union-Industries Show was so successful in enlisting support that it ran out of forms, reported Vice President James Hatfield, president of the Glass, Molders and Pottery Workers.

The AFL-CIO Industrial Union Department, which is spearheading the campaign for strikebreaker legislation, is using polling and focus groups to identify support for the strikebreaker bill and has a citizen's committee in formation, said IUD President Howard D. Samuel.

Vice President Lynn Williams, president of the Steelworkers and chairman of the Strategic Approaches Committee that is wrestling with the strikebreaker challenge in the Greyhound and New York Daily News disputes, heralded the flurry of activity.

"We've got to keep pushing to bring it to the attention of the American people," Williams said.

At a news conference during a break in the Executive Council meeting, Kirkland said the federation believes "the ultimate solution requires an amendment to the National Labor Relations Act, restoring the original intent and purpose of those laws."

Kirkland said he plans to raise the issue at the international level, with the Freedom of Association Committee of the International Labor Organization, charging that the use of strikebreakers "is a prima facie violation of freedom of association as defined in Convention 87 of the ILO."

In other business, the Executive Council:

- Announced plans to increase pressure on South Africa and Shell Oil Co. in conjunction with the 14th anniversary of the Soweto massacre, in which children were gunned down by South African police on June 16, 1976, and the 100th anniversary of the founding of Royal Dutch Shell, which has prospered at the expense of black miners in South Africa.

Vice President Richard Trumka, president of the Mine Workers, urged AFL-CIO unions to join in demonstrations at Shell stations around the country during the week of June 10. Members also are being urged to write or call Shell officials on Friday, June 15, its 100th anniversary.

The addresses are: Frank H. Richardson, President, Shell Oil Co., One Shell Plaza, Houston, Texas 77001; and L.C. Van Wachem, President, Royal Dutch Petroleum, 30 Carel Van Bylandtlaan, The Hague, The Netherlands. The telephone numbers are 1-800-331-3703 and 713-241-6161, and the Fax number is 713-241-6781.

Rallies also will be held at every Shell station along the New Jersey Turnpike on June 16 in an effort to pressure the New Jersey Turnpike Authority to end its contract with Shell when it expires April 1, 1991.

- Heard a presentation by the Holocaust Memorial Museum Committee, which has raised $87 million of the $147 million it needs to build the museum near the Washington Monument. The council approved a donation of $25,000 to help the committee in its fund-raising efforts.
- Adopted a statement of support for Botto House, the American Labor Museum, which opened in 1983 in Haledon, N.J. The council called on affiliates "to assist this worthy non-profit institution through local participation in their programs, financial contributions, or support of their annual awards dinner, which this year will honor Jack Sheinkman, president of the Clothing and Textile Workers."
- Heard from Rep. Pat Williams (D-Mont.), deputy whip for labor issues on the House Committee on Labor and Human Resources, who urged labor to keep the pressure on Congress "to provide the legislative remedies to meet the needs of the evolving American workforce." The council also issued a statement thanking Rep. Gus Hawkins (D-Calif.) for his legislative work on behalf of American workers (see story and photos, page 4).
- Heard from Justin Dart, chairman of the president's committee on employment for disabled Americans, who presented the committee's Distinguished Service Award to the federation for supporting a range of programs and legislation to help America's disabled.
- Authorized a $10,000 donation to Catholic University of America for the cataloguing of the papers of Monsignor George G. Higgins, who also was feted in a council reception honoring the 50th year of his ordination. Kirkland hailed Higgins as "a faithful believer in trade unionism" and as a true friend.

Collective buying power fuels Union Privilege

By Michael Byrne

The Union Privilege Benefit Programs turned four years old earlier this month, a transition marked by healthy growing pains. With some of the programs surging to meet increasing demand, UPBP President David Silberman predicts continued growth for current benefits, as well as the introduction of additional programs.

One of UPBP's most popular programs, the Union MasterCard, attracted 1,377,000 members by the end of 1989, Silberman said. Most of the 78 unions that subscribe to one or more of the Union Privilege programs offer the credit card to their members.

Two programs begun in 1989, the Health Needs service and the UnionRATE Savings Plan, have attracted great interest, and Silberman expects the legal services and life insurance plan to continue growing as more union members learn about them. Only the travel service has failed to live up to expectations, Silberman said.

"We are providing to union members the kind of protection off the job that they get from their unions on the job," Silberman said. "By pooling the collective buying power of all our members, we can give individual members bargains and benefits they couldn't find on their own."

The key, Silberman emphasizes, is having enough collective buying power to attract bargain rates. "Fourteen million members has a tremendous appeal to potential providers, but 14 won't help us develop a program," he said.

Individual unions select from among a current menu of six programs offered by UPBP. Only 13 have signed up for the full menu, and 15 subscribe to only one of the programs. Silberman hopes to broaden that base by introducing several lending programs this year — for personal loans, such as for school, and for mortgage loans.

"We want to send the message to union members that their union will be there for them, whatever their needs," Silberman said. "We believe this will serve to strengthen the ties between unions and their members."

Besides providing benefits to current members, Union Privilege offers a tool to unions for internal organizing, particularly in right-to-work states where free riders get on-the-job benefits without paying dues. Several affiliates and central labor councils also are using the benefits to attract associate members in non-union shops, paving the way for future organizing campaigns and building a stronger pro-labor political base.

In a year-end report delivered to union liaisons in March, Silberman outlined this status of current programs:

● **Credit card** — More than 144,000 union members sent in "take-one" applications to obtain the card in 1989, boosting outstanding balances to $1.7 billion and credit lines to $4.2 billion. The card carries no annual fee, and the interest rate is 5 percent above the prime rate (15 percent as of the second quarter in 1990). By comparison, the average rate on credit cards issued by the top 25 card issuers is 19.3 percent. UPBP consultants estimate that the average member saves $56 per year by using the Union MasterCard.

New features added to the credit card program include bilingual Spanish-English applications and a voice-activated telephone system for 24-hour information on account balances and outstanding credit. In addition, the Bank of New York, which issues the cards, has agreed to refer members who are delinquent in their bills to a non-profit credit counseling service, and to honor repayment agreements worked out with the service.

● **Life insurance** — Offering plan rates that are 35 to 48 percent lower than rates on another term life insurance program marketed to union members, the Union Privilege plan has insured 39,000 members and has more than $1 billion of insurance in force. In an effort to expand the program, Union Privilege is offering policy holders the opportunity to purchase $50,000 of accidental death insurance at an annual cost of $54.

● **Health needs service** — Started in the spring of 1989, this mail-order pharmacy program is designed to serve union members, or members of their families, who do not have insurance coverage for medication. It applies to such medical treatment as chemotherapy in cases of cancer and, in one case, saved a participant $1,500 a month for the expensive treatments.

Twenty-seven unions, representing approximately 4 million members, have subscribed to the service — the maximum number that can be handled in the first year of the program. Registration for the program is up markedly in the first part of 1990, but further marketing of the service is planned to boost participation. Effective April 1, the pharmacy no longer is stocking over-the-counter medications or health and beauty aids, since these items may be obtained as cheaply from supermarkets and discount stores.

● **Legal services** — The number of participating law offices grew in 1989 by 12 percent, to 720, but the number of union members utilizing the program has remained low. Participating lawyers report approximately 2,000 contacts with union members per quarter, a number that almost certainly would grow if more members were aware of the discounted service. Union Privilege continues to work on a do-it-yourself will kit, but underutilization has prevented a proper appraisal of the kit.

● **Travel service** — This continues to be the most problematic of the Union Privilege programs, even though surveys show that 35 percent of union members take at least one flight each year and 43 percent stayed in a hotel or motel in the last six months. A total of 100,000 union members have registered to use the free reservation-agent services, and 26,000 called the travel service in 1989. But only 1 in 20 calls resulted in a booking, not enough to pay for the free service.

The Travel Plus Club, a service initiated in 1989 that offers a 5 percent rebate on travel for a $29 fee, failed to generate member support. Union Privilege has been forced to remove the last-minute vacation hotline from the service because of its high cost, and is currently evaluating the entire travel service program to see if it can be strengthened.

● **UnionRATE Savings Program** — This money-market account, just begun in the fall of 1989, offers members an alternative to passbook savings accounts, which provide low interest yields averaging 5.25 percent. As word of the new program gets out, members have shown an interest in the savings plan. In the last two weeks of February, the program administrator, Prudential, received 894 phone calls inquiring about the plan and mailed out 692 applications. Union Privilege has begun a direct mail test of the program, with five unions participating. If those 250,000 solicitations are successful, the program will be expanded.

Besides the personal loan and mortgage loan programs, which will be introduced later this year, Union Privilege is studying a variety of other programs for future development — including consumer discounts, automobile insurance and hospitalization insurance for displaced workers.

Programs boost union organizing drives

While the primary goal of the Union Privilege Benefit Programs is to develop low-cost benefits for union members, it is evolving into a potent organizing tool for AFL-CIO unions.

AFSCME Council 61 in Iowa, using a campaign developed with Union Privilege's Office of Membership Development and Field Services, acquired an additional 700 members in the right-to-work state, where free riders were enjoying the benefits of a union on the job without paying dues. More are expected to sign up.

Council 61 and Union Privilege trained a staff of 42 during two months for the internal organizing campaign, and followed up 15,000 mailings with computerized telemarketing. More than 3,000 returned the survey, "the highest number of returns ever" from the council mailings, said Don McKee, president of AFSCME Iowa.

The campaign offered not only benefits, but also a pledge to gain job reclassification, which could help employees upgrade their jobs and salaries. "This gave an added value to membership in the union," McKee said.

Local initiatives such as the job reclassification are encouraged under the program, said Dolly Tunney, who handles membership development and field services for UPBP.

"In the AFSCME project, the council also used a mix of the Union Privilege benefits — the credit card and legal services — with locally developed benefits to promote the added value of becoming a union member," Tunney said. Those benefits included low-rate auto and personal loans and vision care discounts.

Tunney's department is now working with several other unions to develop organizing and associate membership campaigns. "We stress that you can't just jump into these campaigns," Tunney said. "You've got to make a commitment, of staff and training, and take the time to plan it properly."

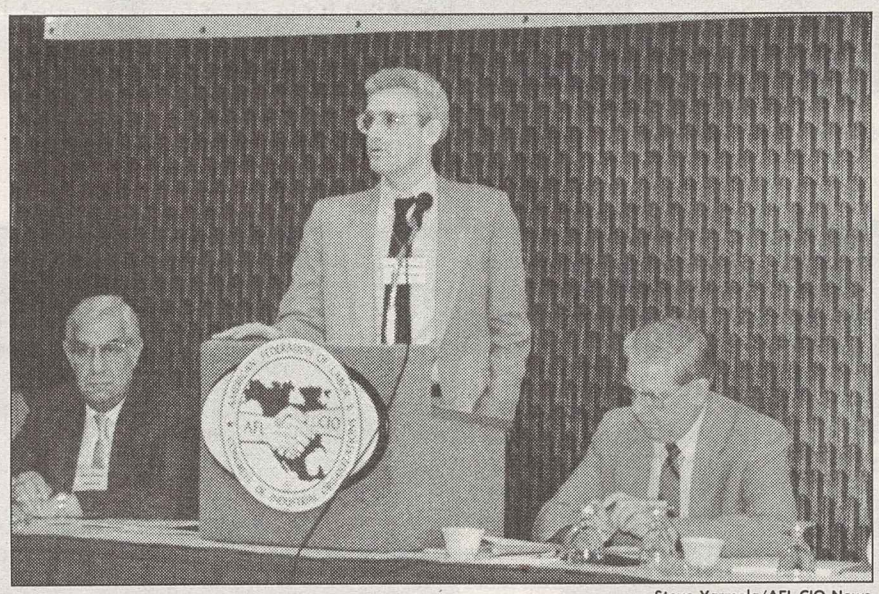
Among the unions using Union Privilege as an organizing vehicle are the Teachers, who recently established 10 new locals in Louisiana to handle the response to its benefits offering to non-members in several southern states. UFCW recently established a program called UFCW Plus that offers a variety of special benefits to non-members.

Union Privilege also is working with affiliates and local and state central bodies to develop associate membership programs. In conjunction with the Union-Industries Show, the Cincinnati AFL-CIO announced the formation of a National Association of Working Americans, which is offering to non-union members in Cincinnati all the Union Privilege benefits plus low rates on new car and personal loans, doctor and hospital discounts, a workers hotline and worker rights guides from the local council and from the 9to5, National Association of Working Women.

9to5, which affiliated with the Service Employees two years ago, has expanded its 12-year membership base through Union Privilege benefits. It is what Tunney calls an occupation-based associate membership group, contrasted with the community-based program developed by the Cincinnati labor council. The Air Line Pilots also have developed an occupation-based associate membership organization, called the Association of Independent Airmen.

Union Privilege also has helped the Service Employees gain associate members through a purge of its Union MasterCard rolls. SEIU reached 3,000 former union members, convincing 600 to rejoin as associate members in order to retain the Union Privilege benefits they had as members.

"We also see associate memberships as a way to increase the labor movement's influence in non-union shops, and to give us added community strength," said David Silberman, UPBP president.

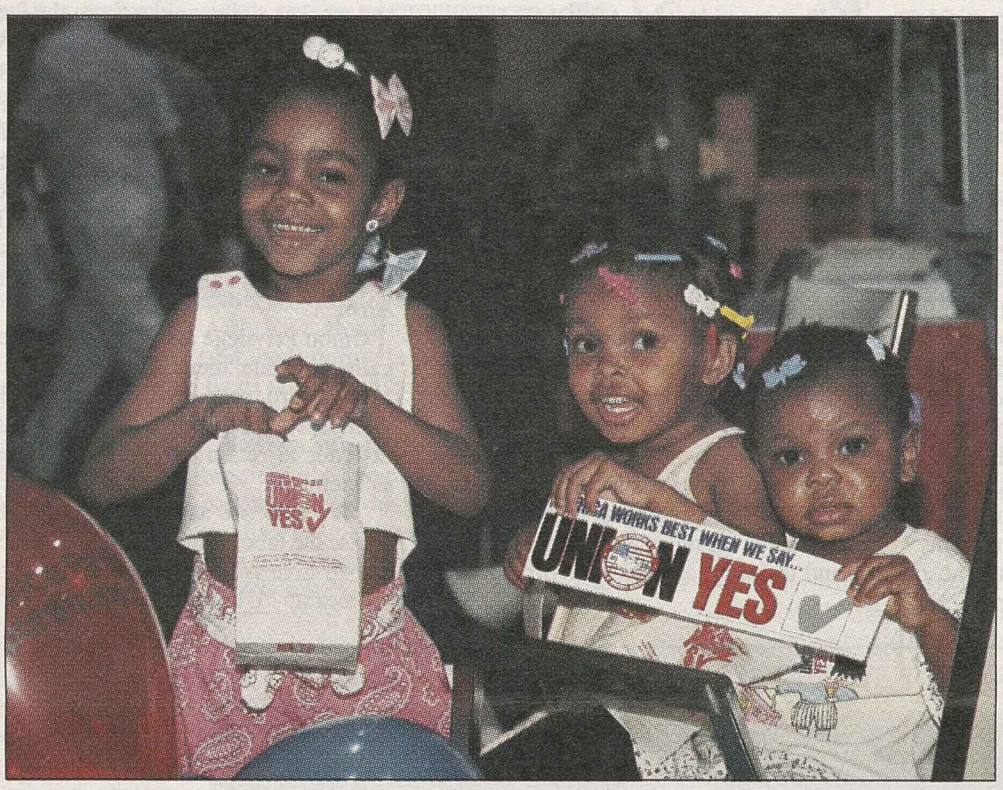


Steve Yarmola/AFL-CIO News

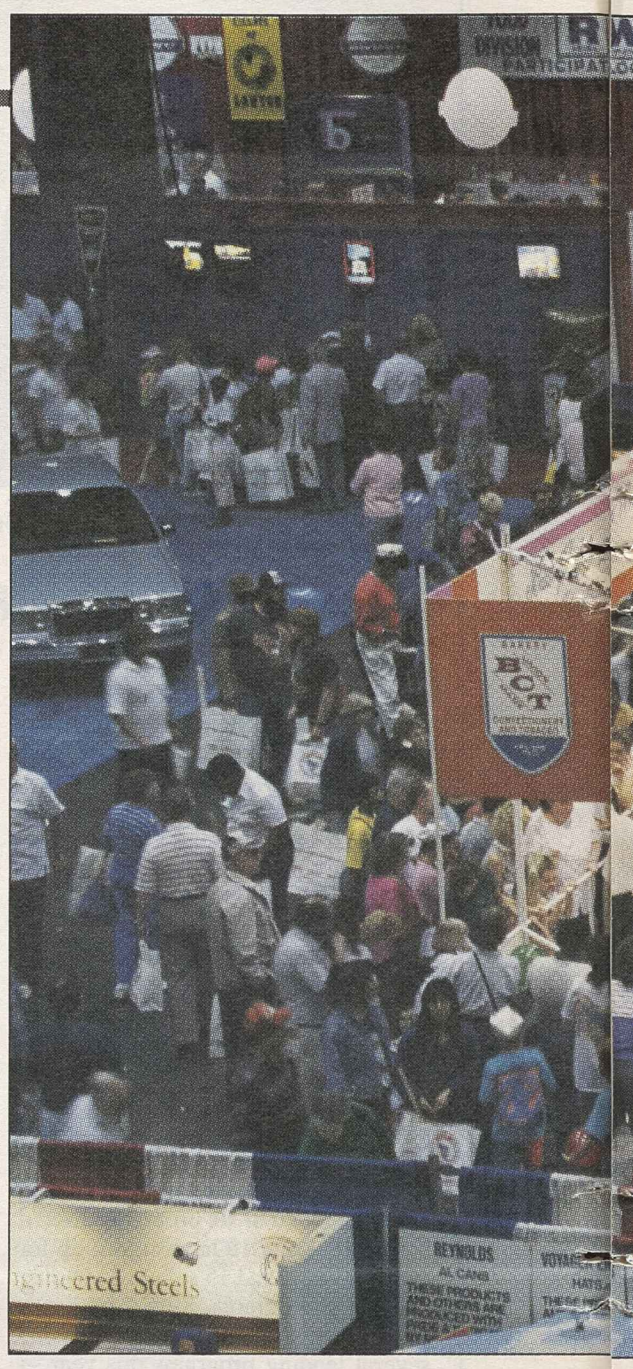
UPBP President David Silberman outlines programs at AFL-CIO Secretary-Treasurers' Conference in Cincinnati.

Union-Industries Show

Back in Cincinnati . . .where it all started



They say 'Yes' to popcorn, balloons and bumper stickers.



Opening day crowd makes rounds of union exhibits th

By Michael Byrne
Cincinnati

The warm hospitality of the 1990 AFL-CIO Union-Industries Show was never more in evidence.

As some 100 family members of striking Greyhound workers were introduced into the Cincinnati Convention Center, the hall erupted in applause. At that moment, the solidarity that ties union members in the fight for justice and dignity on the job was joined in an impressive display.

The Greyhound workers and their families were among hundreds of thousands of Cincinnatians who passed through the turnstiles at the convention center in a four-day extravaganza described as a ''great success'' by Richard Perry, secretary-treasurer of the AFL-CIO Union Label and Service Trades Department.

Noting that the city, home of the first Union-Industries Show 52 years ago, had been a gracious host to this year's show, Perry greeted the Cincinnati Greyhound families with the offer to ''share with you the fruits of our labor and our services.''

With Perry was Dan Radford, executive secretary-treasurer of the Cincinnati AFL-CIO, who announced that local unions had raised $5,000 for the families of striking Greyhound workers during a luncheon held May 19 at the Pipefitters hall in Cincinnati. In addition to the contributions of money by the Teamsters, the UAW and others, the UFCW donated food to help the strikers.

Under the banner of ''Keep America Beautiful — Buy American,'' the Union-Industries Show was a model of unity as America's unions joined with corporations to display a variety of union-made products and services and offered exhibitions in American union know-how.

All the products in the show proudly displayed the union label, and one exhibitor, Kellogg Co., was given the second annual Union Label Recognition Award for its contribution to labor-management relations. Kellogg, which added the union label to its products in 1981, was nominated for the award by the Grain Millers.

''Kellogg put the union label on its products even though it was besieged by an anti-union letter-writing campaign by the National Right to Work Committee,'' noted Larry Jackson, secretary-treasurer of the Grain Millers. ''They took a courageous stand in support of their union workers.'' Harley-Davidson won the inaugural award last year.

Jim Hatfield, president of the AFL-CIO Union Label and Services Department, noted that many corporations have built constructive working relationships with their unions ''despite the snap, crackle and pop that might occur during collective bargaining.''

Companies that work cooperatively with their unions, rather than avoid or resist them, are paid off in higher productivity, said AFL-CIO Secretary-Treasurer Thomas R. Donahue, who cited a study by two professors for the Upjohn Institute showing an 18.6 percent gain for union collaborators, compared to a 15 percent drop for union avoiders. (See story, page 10).

''We have shown we can improve performance through cooperation between labor and management,'' Donahue said. ''Now we need to forge the missing ingredient, the cooperation of government, which can help us resolve the problems we all face with soaring health care costs and trade inequities.''

House Majority Leader Richard Gephardt (D-Mo.) agreed that the government must become more active, citing the problems of the federal budget and trade deficits and the need for a U.S. industrial policy.

''We continue to allow American inventions such as the VCR, semiconductors, transistors and supercomputers to be developed overseas because we don't have an industrial policy to give our industries a competitive edge,'' Gephardt said. ''We are blinded by ideology and not understanding reality.''

Gephardt pointed to the proposal by Secretary of Commerce Robert Mosbacher to assist U.S. industries to develop high-definition television, which was short-circuited by ''the high priests of free market ideology in the White House. We need an HDTV policy, and we need an industrial policy,'' he said.

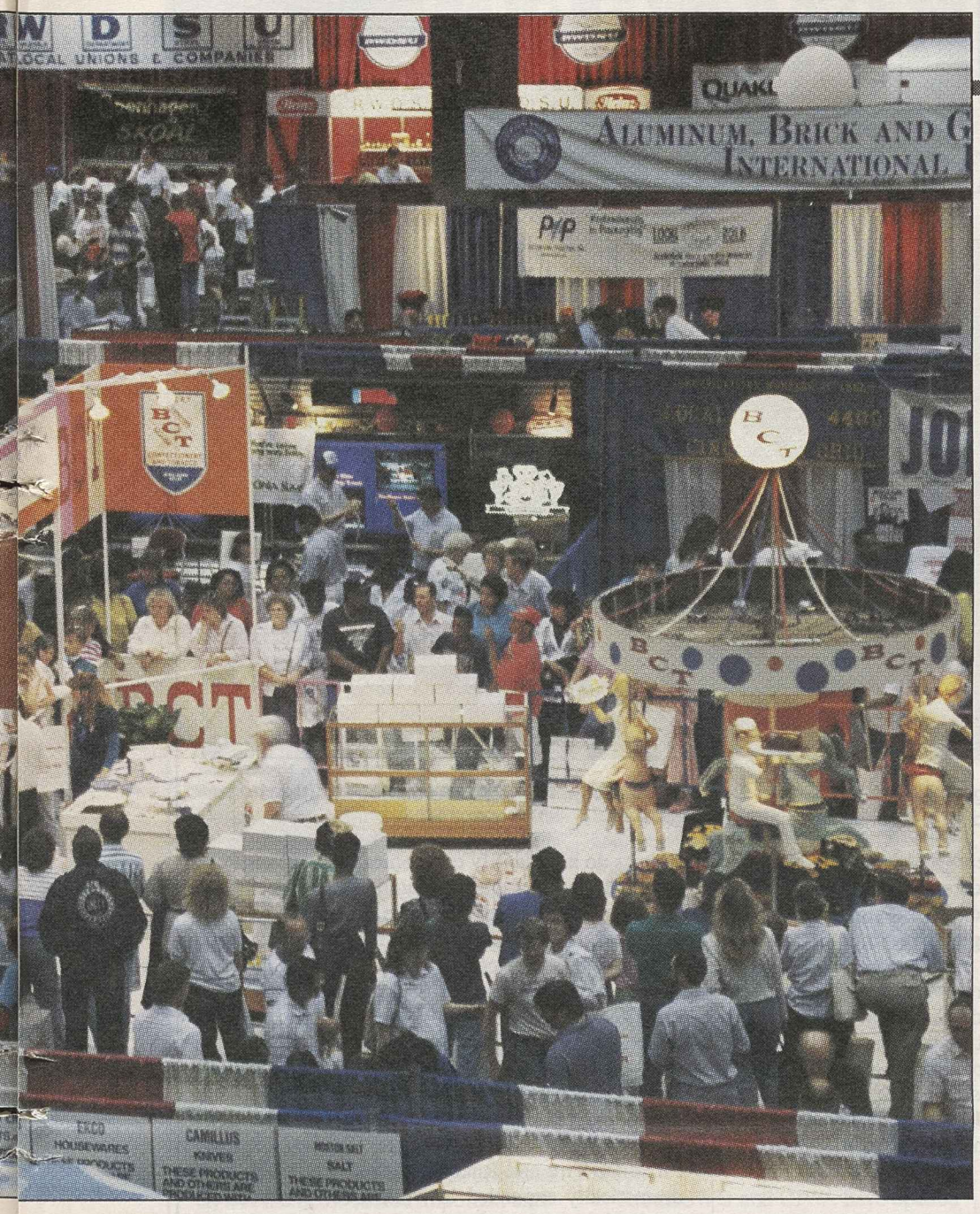
On the convention center floor, the high-tech aspect of American industry and labor were on display. A robot controlled by the IBEW played mind games with youngsters, the Machinists hosted a General Electric display of massive jet engines and the UAW featured Rockwell displays on its newest aircraft, as well as the space shuttle. Automakers displayed their latest models and some experimental jet-age creations.

But there also were booths that displayed the old-fashioned skill of union crafts — the glass-blowing exhibit by the Glass, Molders and Pottery Workers and the IBEW/Cincinnati Gas and Electric demonstration on energy conservation measures. Members of the UFCW's Professional Health Care and Beauty Trades Division zipped through hundreds of coiffures and the Stagehands capped their cinema display with the elaborate motion picture film developing machine.

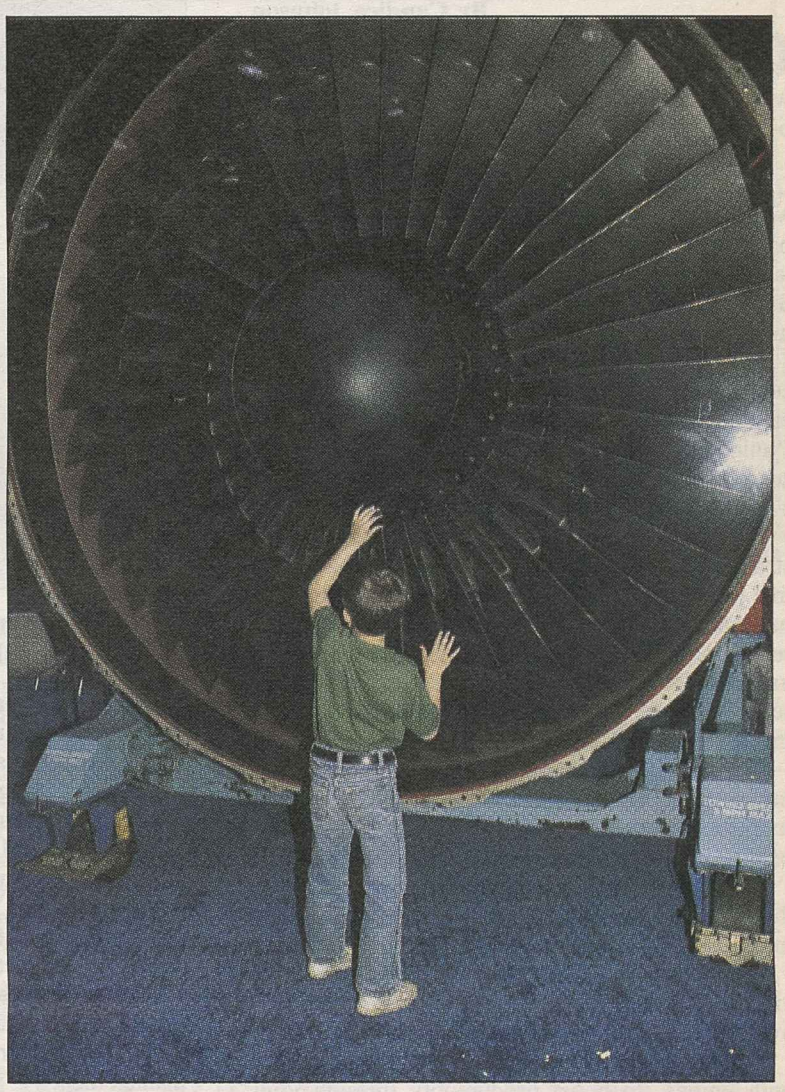
Diversity was on display in the Steelworkers' section, where Alka Seltzer from Miles Laboratories shared space with LTV steel, Zenith electronics and a maker of Louisville Slugger baseball bats. The Rubber Workers were giving away Uniroyal, Goodyear and Bridgestone tires, and the Retail, Wholesale and Department Store Union hosted giveaways by Heinz, Quaker, Sunbeam, Nestle's, Welch's and many more. The Paperworkers featured a variety of paper products and the Grain Millers gave away an array of cereal.

The biggest giveaways were a motorcycle by Harley-Davidson and a television set by GE. Several unions held raffles for food products and other treasured commodities, such as tickets to Cincinnati Reds baseball games.

Union campaigns were waged through several booths, from the Teamsters organizing out of the back of a semi-trailer to the Aluminum, Brick and Glass Workers letter-writing campaign in favor of strikebreaker legislation. At a Teachers exhibit, the poster work of Cincinnati children appealed to ''just say no to drugs.''



the Cincinnati Convention Center.



Young mechanic inspects a jet engine turbine.

Chips fly as craftsman turns out baseball bat the old way.

Union Label President James E. Hatfield, right, welcomes House Majority Leader Richard A. Gephardt to the opening of the show.

"**Take me** to your leader."

Photos by Raymond Crowell/
Page One Photography

WORKPLACE INNOVATION

Study shows cooperation boosts bottom line

By Candice Johnson

Companies that cooperate with unions instead of avoiding or resisting them tend to be rewarded with greater worker productivity and an improved bottom line.

That is the conclusion of Professors William Cooke, of the University of Michigan, and David Meyer, with the University of Akron, in their comparison of management strategies for dealing with labor unions. Their findings will be published later this year by the W.E. Upjohn Institute for Employment Research.

Added value per employee increased 18.62 percent in firms with cooperative labor-management efforts but fell 15.14 percent in companies that used "union avoidance" strategies. Companies that pursued a "double-breasted" strategy posted a meager 1.69-percent rise in added value per worker.

The research project studied labor relations and strategies at 194 firms — 111 of which have formal joint programs aimed at improving both company performance and overall labor-management relations. Those firms completed surveys sent to 430 unionized manufacturing facilities randomly selected from "A Directory to Collective Bargaining Agreements: Private Sector 1982."

"Neither labor nor management can avoid making some hard decisions," Cooke wrote. "The traditional ways simply won't work in highly competitive markets" and the parties must recognize that "there is no option of maintaining or returning to the 'good ole days' of traditional collective bargaining," he added.

The authors found that the companies responded to increased competition — from both domestic and overseas operations — mainly in three ways:

- Through cooperation, or "collaboration," with unions, to boost productivity through joint programs.
- By pursuing a course of "union avoidance" by seeking to get rid of an existing union or blocking an organizing drive.
- By agreeing to joint union/management activities in organized plants but using "union avoidance" strategies in non-union facilities.

The study compared productivity and other financial outcomes at these companies using a statistical analysis that took into account how specific cooperative or anti-union activities affected key corporate performance measures — like return on sales, added value per employee and other data as reported by Standard and Poor's Compustat Services Inc.

Joint programs were found to strongly improve overall performance while union decertification campaigns and the closing of union plants were strongly associated with a drop in performance.

Labor-management committees and programs are not a recent development, although some new elements have been developed over the past few decades, including the election of union representatives to a company board of directors and expanded worker control through stock ownership plans.

Dade County School System

A labor-management program in Dade County, Fla., gives teachers and principals joint authority for budget, curriculum and other school decisions.

Labor and management have been working together to contain health care insurance costs, provide job training and apprenticeship programs, and in joint marketing campaigns to promote "made in America" products.

But worker and union involvement in plant operations and decisions provides the biggest payoff — for workers, in recognition for their skills and knowledge, and for companies, in improved productivity, competitiveness and financial returns.

Massive changes in the 1980s are forcing changes in U.S. labor relations, the study suggested, leaving fewer alternatives for both unions and management.

Some companies automatically opt for the anti-union strategy. In those cases, Cooke writes, "unions face no choice. They are forced to challenge the company." Unions with some opportunity to challenge management tactics, or perhaps move the firm toward joint cooperative efforts, "will slowly destroy the companies and themselves" if they cannot convince the firm of the benefit of labor-management cooperation.

But cooperation "does not require — indeed it cannot require — the parties to shift their fundamental priority goals or the fundamental values and ideologies underlying these goals," Cooke wrote. Instead, both sides must shift their values about the "means of pursuing priority goals," he said.

For unions, this means devising ways of organizing work that leads to improved quality and productivity while continuing to improve working conditions and compensation for members. In exchange, employers must share decision-making authority and status with workers. And both must be able to resolve problems that threaten cooperative efforts.

Maintaining their pledge of confidentiality, the authors do not identify companies that participated in the survey. But there are numerous examples of union-management cooperative efforts that work, as well as descriptions of firms that obviously spurn labor-management cooperation.

At the Japanese-owned Bridgestone tire factory in LaVergne, Tenn., cooperation works because the union, Rubber Workers Local 1055, "is a full partner" in workplace and production decisions, said local union president Dan Bailey.

The factory, which employed fewer than 250 workers before it was sold to the Japanese firm by Firestone Tire and Rubber Company in 1983, has dramatically expanded in workforce, production, productivity and worker morale through employee involvement groups and a union-management steering committee — with equal representation by both sides.

An employee involvement program at a Xerox Corp. plant in Webster, N.Y., got underway in the early 1980s, as Xerox's share in the office copier market plunged from 90 percent to less than 50 percent and the company sought to contract out its wire harness operations.

In 1982, the challenge facing members of Clothing and Textile Workers Local 14-A was to drive down production costs and keep the work in-house and save 180 jobs. A team of six workers, one engineer and one manager proposed additional job design and automation changes, consolidation of some jobs and other modifications that exceeded the company's benchmark of $3.2 million that would have been realized by contracting out the work.

A separate survey of Ford Motor Co. operations by Harbour and Associates Inc. also found dramatic increases in productivity and improved labor relations tied to cooperative efforts with the UAW.

On the other end of the cooperative scale, Louisiana-Pacific Corp. took a hard line and has suffered the consequences. After major layoffs in 1983, the wood products company demanded deep cuts in wages and health benefits and mandatory overtime work in contract negotiations with the Carpenters. The company sought to further reduce benefits and union security provisions, resulting in a year-long strike by union members.

Treading the middle ground are companies like Johnson and Johnson, which negotiated an effective quality of worklife program with an ACTWU local in New Jersey, but sent an anti-union message to workers at its Albuquerque, N.M., facility.

In a preliminary paper, Cooke stressed the need to keep cooperative efforts on track through the use of a trusted mediator to resolve differences between union and management representatives.

The level and degree of union participation also must be made clear and be maintained. Cooke pointed out that only the more intensive joint programs seemed to have "positive effects on plant performance and on labor-management relationships."

Joint report: Worker involvement critical

Increased worker involvement in production and decision-making processes is critical for American companies intending to maintain a competitive standing in today's global economy, a report by a panel of labor and business leaders determined.

The panel, chaired by Communications Workers President Morton Bahr and former NYNEX Corp. chief Delbert Staley, was convened under the direction of the Economic Policy Council of the United Nations Association of the USA.

In "The Common Interests of Employees and Employers in the 1990s," the 29-member panel outlined a process to increase employee participation that stressed joint labor-management planning and implementation.

The panel reviewed 10 case studies, a national survey of personnel administrators and union officials, and recent employment literature. The survey found strong interest in achieving greater labor-management cooperation, coupled with strong skepticism that such joint efforts will be implemented in the near future.

The Economic Policy Council is chaired by Presidents Jack Sheinkman of the Clothing and Textile Workers and Henry Kaufman of Kaufman & Company. The report is available for $8 from the UNA-USA Publications Department, 485 Fifth Ave., New York, N.Y., 10017.

Hispanics respond to intensified CIWA effort

By Gene Zack

After more than a year, the California Immigrant Workers' Association is generating organizing leads, campaigns and victories among one of the fastest-growing segments of the nation's workforce.

According to the AFL-CIO Department of Economic Research, minority workers will comprise one-fourth of the labor force by the year 2000. And while the share of all minorities in the workforce will increase, Hispanic workers — who presently are largely unorganized — are expected to show a 10-percent gain in workforce participation in this decade.

AFL-CIO Regional Director David Sickler sees the organization as the logical rallying point for Hispanic workers. ''CIWA is an association which understands the immigrant community — its culture and language, and the challenges in adapting to life in this society,'' he said.

For the last eight months, CIWA has intensified its efforts among immigrant workers by using the federation's associate membership potential as an organizing tool. Workers signing up for a variety of self-help programs increasingly have volunteered their own workplaces as ones where workers need help in learning more about immigration status, employment and organizing rights.

The initial gains have been dramatic. CIWA members scored important back-to-back workplace victories in two separate union representation elections this year:

- A lead from a former Nicaraguan trade unionist paved the way for an Electrical Workers win at Riedon, an electronic products factory in Alhambra. Employees turned to the union after the employer ordered his Hispanic immigrant workforce — most of them women — to work after hours cleaning his yard, painting his house and cleaning up after his pets.
- The Machinists won an election at Barber Webb, a plastics manufacturer, after one of the firm's workers asked for union help after attending a CIWA ''know-your-rights'' presentation about amnesty under the 1986 Immigration Reform and Control Act.

In each of these small factories with specialized production, CIWA emphasized, the workers were treated with disrespect and were exploited. They labored under unhealthy conditions, with no job security and with few possibilities for advancement.

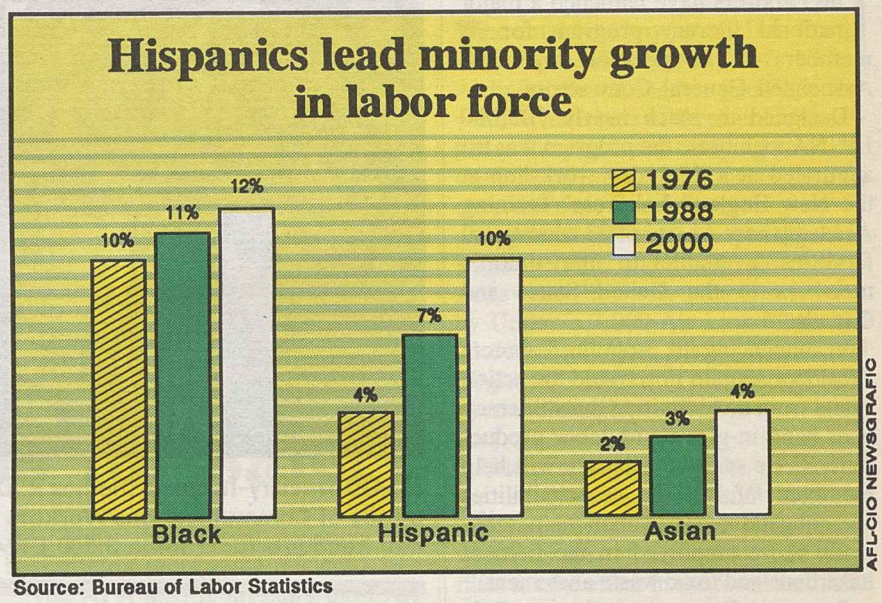
Earlier, the association responded to a request from the Transit Workers and helped to unionize workers at Southwest Coach. Although the unit technically was outside CIWA's area, it turned to the union because many of its workers were undocumented aliens who feared either deportation or the denial of employment elsewhere.

Other international unions following up on organizing leads provided by the immigrant association are the Clothing and Textile Workers, Teamsters, Steelworkers, Hotel Employees and Restaurant Employees, Service Employees, Graphic Communications, UAW and the Electronics Workers.

CIWA also is providing local support services for the Southern California phase of the nationwide Ladies' Garment Workers anti-sweatshop campaign. The ILGWU's ''sewing with dignity'' campaign is seeking job-site justice for the 90,000 men and women working in Los Angeles-area garment shops.

The ILGWU and CIWA have opened a new drop-in center for garment workers to help them with their rights under law in wage and other claims against employers. The aim is to invite these workers to join CIWA's network — now 4,000 members strong — as the first step in organizing garment workers victimized by violations of California's minimum wage law and other protective labor codes.

To give added meaning to the associate membership status — the first step on the road to unionization — CIWA is developing a number of valuable local union privilege benefits, including low-cost health insurance, dental and vision care. These will be shared by the ILGWU's associate program for garment workers and the SEIU's program for home health care workers.



Source: Bureau of Labor Statistics

In issuing a call to all Hispanics to ''organize as workers and as a people,'' Jose De Paz, CIWA's new executive director, painted this grim picture of the plight they now face:

''Day laborers are harassed by police and denied the right to earn an honest living for their families; those who are employed are exploited at the workplace and denied their basic dignity as workers; too many don't have access to affordable housing and adequate health care; there are more of us in prisons than in colleges; and the combined results of poverty, drugs, alcohol, illiteracy (in English), discrimination and despair seem to have found a permanent parking place in our communities.

''And yet,'' he added, ''against all odds, we survive.''

CIWA staff member harassed during INS sweep, suit charges

Los Angeles

Police-state tactics by the Immigration and Naturalization Service led to the unlawful arrest of an AFL-CIO staff member during one of the government's ''random'' sweeps at Los Angeles International Airport, the California Immigrant Workers' Association charged.

A U.S. citizen, Ernesto Medrano of the federation's field staff who works with CIWA, was waiting at the airport for an AFL-CIO official when he was detained, handcuffed and arrested after refusing to answer questions about his citizenship.

CIWA has filed a claim — believed to be the first of its kind — against the INS under provisions of the Federal Tort Claims Act.

The purpose of the suit, the association said, is to put immigration officials on notice that ''they are not above the law.''

Branding the detention as ''illegal conduct,'' CIWA expressed hope that the suit would ''set an example for the hundreds of other citizens and lawful residents who have been unlawfully detained or arrested...by roving INS agents.''

UAW bargains drug test protections at defense firm

By Gene Zack and Candice Johnson

The UAW has signed its first-ever contract permitting drug and alcohol testing programs — but only ''for cause'' — covering 6,000 General Dynamics Corp. employees.

The agreement, ratified by locals at five plants across the country, allows testing only in instances in which there has been ''observation of on-the-job impairment,'' said Jim Coakley, coordinator of the UAW's General Dynamics Department.

The union also agreed to random tests for some 60 UAW members — four workers who hold top-secret government security clearances and the rest who are engaged in such safety-sensitive jobs as commercial drivers and large crane operators.

The drug-testing provisions — the subject of 18 months of negotiation — will apply to workers at facilities in Warren, Mich., Lima, Ohio, and Scranton, Pa., where the firm manufactures battle tanks for the armed forces, and at submarine-manufacturing installations in Groton, Conn., and Avenel, N.J.

The UAW said it agreed to drug testing in the General Dynamics negotiations because of recent federal requirements covering defense and transportation industry employees.

More than 15 million workers are likely to be screened for drug use this year, up from 8 million in 1989, although union workers in the private sector have some protection under a National Labor Relations Board ruling that requires employers to negotiate with unions over drug testing policies.

For workers without the protection of a union contract, random drug testing can mean immediate discharge, or mandatory treatment and monitoring. Those workers also have no control over laboratory procedures that may result in a high ''false positive'' finding.

In the public sector, the Government Employees has appealed a 1986 executive order establishing random, mandatory drug-testing for more than 345,000 federal workers on an agency-by-agency basis.

A federal court has held that drug testing of applicants for federal jobs is unconstitutional if the job has nothing to do with law enforcement, public safety or security. But drug testing of some federal workers — especially those in public safety positions — has been upheld by the courts, including the U.S. Supreme Court.

In a joint statement, UAW Vice President Stan Marshall and Jack Fegarty, General Dynamics corporate director of labor relations, made clear that ''this program is primarily directed to rehabilitate those with alcohol or drug abuse problems; it is not a punitive program.''

The agreement calls for extensive training for management and union personnel in recognizing and identifying employees who may have alcohol and drug abuse problems, establishes testing procedures and safeguards, and sets up a plan for training management in effective methods of referring workers to the employee assistance programs that will be set up at each plant.

The UAW won the right to have a voice in determining which outside laboratories will conduct the tests.

The agreement negotiated at General Dynamics stands in stark contrast to unilateral decisions by non-union companies to impose universal drug testing on their employees.

Motorola Inc., a Chicago-based non-union electronics firm, became the second major corporation to impose drug testing when it announced on May 22 that it would begin testing all of its 60,000 employees. The firm has conducted drug tests on all job applicants since 1987.

Texas Instruments Inc. of Dallas, another non-union electronics manufacturer, began universal drug testing of its 42,000-member workforce last November.

Laborers open class to elevate reading skills

Literacy program to reach 700,000

Pomfret Center, Conn.

The Laborers have launched a major national literacy program for its members in cooperation with the Associated General Contractors.

Designed to reach nearly 700,000 LIUNA members, the program was inaugurated at a three-day workshop at the New England Laborers' Training Academy here — one of 73 educational facilities available to the union's members in the United States and Canada.

In announcing the program, Laborers President Angelo Fosco said the action stems from a recognition that "literacy goes hand-in-glove with labor productivity." He said the program will help members "fulfill the responsibilities and obligations placed upon them, especially those employed in the field of hazardous and toxic waste abatement."

Secretary-Treasurer Arthur A. Coia emphasized that "while the vast majority of our nearly 700,000 members are literate, we believe there is a need to upgrade their reading skills."

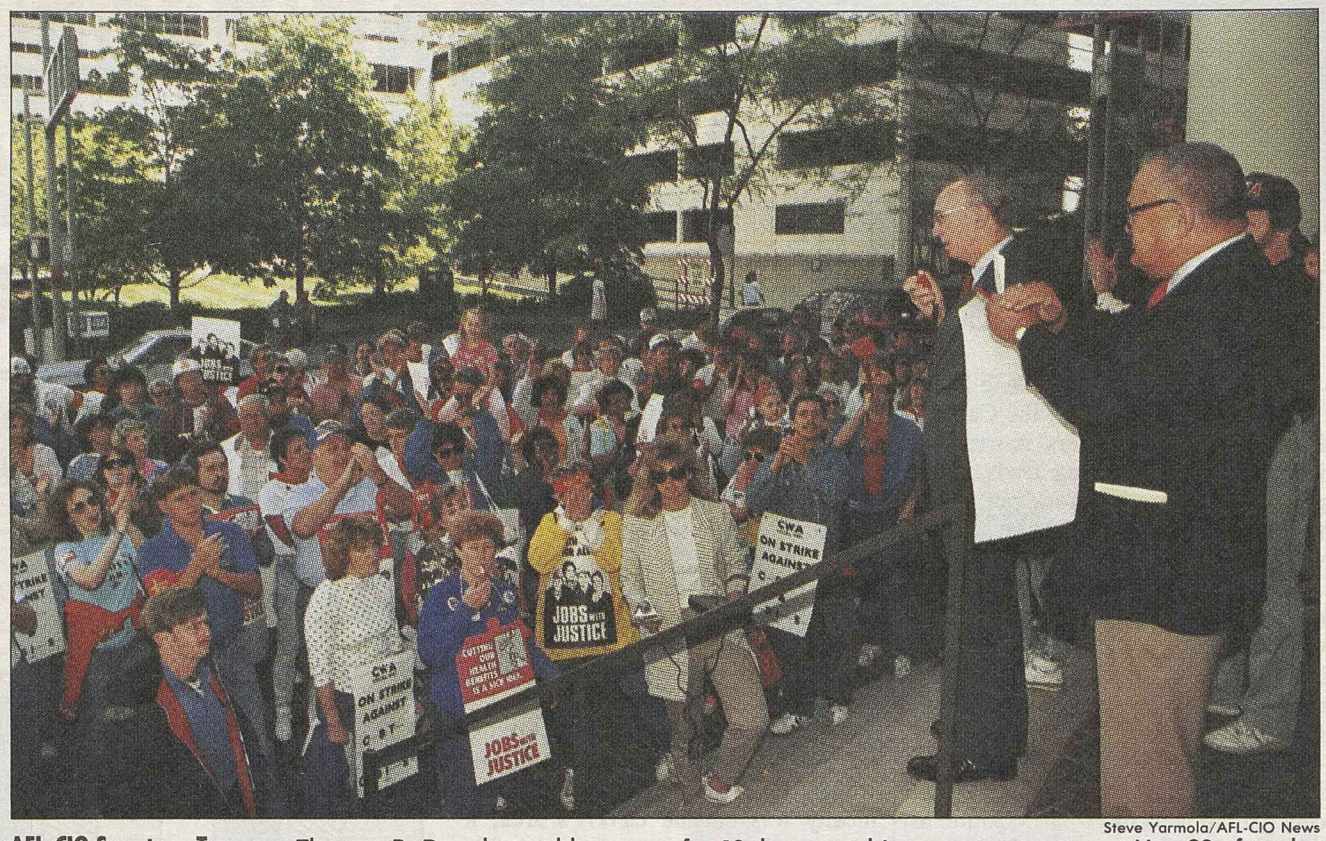
Adapted from a "Learning to Read Better" program created by Kentucky Education Television, the program employs a series of videotapes that will be distributed to LIUNA locals in the United States and Canada. Union members will be able to view the tapes in the privacy of their homes.

Plans also call for expanding the video program so members can obtain high school diplomas and college credits.

During the three-day workshop, AFL-CIO Education Director Dorothy Shields praised the undertaking and told the union's 12 training directors that the federation stands "solidly behind LIUNA's literacy program."

Joan Seamon of the U.S. Department of Education said federal government studies show that "while most Americans have the basic reading skills, they need to improve on those skills. This is a serious problem, and this program addresses that problem."

And Douglas R. Whitney, director of international general education development for the American Council on Education, noted that currently between 55 and 60 million adults have not completed high school. He added that as many as 600,000 young Americans will drop out of high school this year.



Steve Yarmola/AFL-CIO News

AFL-CIO Secretary-Treasurer Thomas R. Donahue addresses a rally of Communications Workers outside Cincinnati Bell headquarters. Some 3,500 CWA members struck for 10 days, reaching a new agreement May 23 after the company dropped its health care cost-sharing demand. At right is CWA Secretary-Treasurer James B. Booe.

Innovations key to better public schools

Teachers, administrators and school boards have demonstrated they can work together on innovative programs to improve public education, a new report issued by the Labor Department emphasizes.

It is based on discussions at a two-day conference held last year under the joint sponsorship of the Teachers, the Labor Department's Bureau of Labor-Management Relations and Cooperative Programs, the American Association of School Administrators, and the National Alliance of Business.

The 29-page report, "Participatory Leadership: School and the Workplace," describes the cooperative techniques used by some local school systems in pursuit of educational excellence.

It was published as the AFT prepared for its biennial policy convention to be held July 1-6 in Boston, where debate will focus on union policies on such issues as public school choice, national education goals, bilingual education, technology, testing, AIDS, child care and Social Security.

The report focuses on how to improve the way schools are managed and students learn. It emphasizes the importance of the labor-management relationship as a vehicle for changes in the public education system and calls for training teachers and administrators in developing new forms of joint decision-making.

At the same time, the report makes clear, there are others who have a stake in public education — parents, community organizations, business, and state and local governments. Their involvement is vital, the government publication says, if the nation hopes to reform the educational system.

In a preface to the report, Labor Deputy Undersecretary John R. Stepp conceded that each year public schools fall short of meeting their obligation to the nation's youth. But, he emphasized, the publication "is not about the failure of public education . . . it is about the promise."

AFT President Albert Shanker predicted that public education will undergo "wrenching changes" in the coming decade.

To meet the demands for leadership to deal with the problems, he said, "not only do we need to cooperate, we need to participate in leading the nation's public schools into a position of global pre-eminence."

Glass union suing for failed takeover scheme

Media, Pa.

A New Jersey Superior Court ruled that the Glass, Molders, Pottery, Plastics and Allied Workers, along with present and former employees of Owens-Corning Fiberglas, can sue the Wickes Corp. for damages following a failed takeover attempt.

"The union will persist in its efforts to win just compensation for our members harmed by the Wickes takeover attempt," GMP President James Hatfield said.

Wickes began to buy up stock of Owens-Corning in 1986, but Owens-Corning was able to thwart a takeover. However, the attempt caused a restructuring of Owens-Corning which harmed its employees, the union said.

The restructuring "was a direct outgrowth of the takeover attempt which was wrongfully orchestrated," said GMP Director of Communications Richard Kline.

Hatfield said the union instructed its attorneys to seek Wickes records used by the federal government when it found Wickes in violation of the Williams Act and the Hart-Scott-Rodino Act for failing to file timely records of its Owens-Corning takeover attempt.

The federal government fined Wickes $300,000 for its reporting violations. Wickes raked in about $30 million as a result of its takeover effort.

"Because Wickes violated government procedures and paid $300,000 in fines, we feel we have a basis for suing for compensation," Kline said.

The lawsuit charges that Wickes, a Santa Monica, Calif.-based conglomerate, wrongfully interfered with the economic expectations existing between Owens-Corning and GMP members employed by Owens-Corning.

Building Trades gear up for '90 diabetes drive

Determined to break 1989's record of more than $1 million in this year's Dollars Against Diabetes campaign, labor union members are gearing up for an all-out fund-raising effort on June 16 — the fourth annual DAD's Day.

In the campaign's first three years, building tradesmen and other union members raised more than $2.3 million, making DAD's Day "one of the nation's top ten single-day fund-raising events," said Sheet Metal Workers President Edward J. Carlough, campaign co-chair.

Held annually on the day before Father's Day, the community-based effort brings out union members, their friends and families who stand on street corners and at shopping malls and other public locations asking for donations for the Diabetes Research Institute at the University of Miami.

Carlough noted that 200 communities will be involved this year — a sharp increase over the 167 cities and towns in which fund-raising activities took place in 1989.

"I am confident that we will also exceed our other goals of recruiting 20,000 building trades volunteers, and far surpassing the million dollars raised last year," Carlough said.

"But what makes me most proud is that DAD's Day is a shining example of the fact that organized labor stands second to none in its commitment to charities and children in need."

The $2.3 million raised in the first three years of the campaign have enabled construction work to begin on the Institute's new, state-of-the-art research facility in Miami.

SAG-AFTRA accord boosts pay, benefits

New York

Members of the Screen Actors Guild and the Television and Radio Artists ratified by a 65 to 1 margin the jointly bargained contracts with the producers of industrial and educational, non-broadcast films, videos and slide films.

The new three-year agreements, announced by AFTRA Executive Director John C. Hall and SAG National Executive Director Ken Orsatti, provided a 4.5-percent pay increase May 1 and a similar increase on Nov. 1, 1991. The producers also agreed to increase their contributions to the pension and health plans by 1 percent, bringing their total payments to 12.5 percent.

All other provisions of the 1988 Non-Broadcast Industrial contracts remain the same.

Raymond Crowell/Page One Photography

Margaret Arnott, center, the surviving member of the "original eight" flight attendants, is honored by AFL-CIO President Lane Kirkland and AFA President Susan Bianchi-Sand. At left are Sarah Wilkins and Tracie Slate, attendants who staffed the AFA's public awareness campaign aimed at improving airline safety.

AFA celebrates, campaigns for safety

The duty of the flight attendant, from 1930 to the present, "has meant one thing above all — the safety and well-being of airline passengers," AFL-CIO President Lane Kirkland noted during a celebration marking the 60th anniversary of the first U.S. airline flight with a female attendant.

"That this is still true today owes much to the fact that flight attendants and their union have worked relentlessly for the betterment of their profession and for a greater degree of safety in the skies," he said.

Kirkland praised the pioneering spirit of Margaret Arnott, the surviving member of that first eight-women crew, and Ada Brown Greenfield, who worked to establish the Air Line Stewardesses Association, a predecessor to the AFA.

Both women were honored by Kirkland, AFA President Susan Bianchi-Sand and guests at the reception held at AFL-CIO headquarters.

In the early days of the aviation industry, flight attendants were registered nurses who were often conscripted into servicing planes and toting luggage, the union said.

Now, the AFA is a strong voice for crew and passenger safety and health, seeking regulations on cabin air quality, radiation exposure, child restraints and other conditions.

The union's legislative efforts were key in winning a ban on smoking on all domestic flights, and the AFA's campaign for mandatory child-restraint seats resulted in a recommendation by the National Transportation Safety Board that the Federal Aviation Administration require the devices.

The AFA also is pressing the FAA to extend health and safety standards set by the Occupational Safety and Health Administration to flight crew members.

"The FAA has taken steps to protect us in crashes, but when it comes to day-to-day hazards like noise, hazardous chemicals in the workplace. . . and poor ventilation rates, the agency has left us on our own," Bianchi-Sand told the agency.

While the FAA claimed jurisdiction over airline crew health concerns in 1975, the agency never followed through with specific regulations, she noted. "Occupational health issues should not be ignored, since cancer kills just as well as crashes."

Operating Engineers build inroads to South

Jackson, Miss.

The Operating Engineers launched a long-range organizing campaign aimed at bolstering the union's share of jobs in heavy and highway construction work in a 10-state region in the South and Southwest.

In chartering a new local union — Local 5 — headquartered here, IUOE President Frank Hanley noted that, like many other industries in the region, heavy and highway construction is predominantly non-union.

"We want to change that by offering the benefits of union representation to these workers and their families," Hanley said. "The opportunities are virtually limitless and we intend to pursue them most vigorously."

At the heart of the union's efforts is an agreement with contractors from around the country that will establish a standard benefits package and zoned wage rates to enable signatory contractors to be competitive in bidding work for the region.

The IUOE currently is negotiating with a number of contractors to set the initial wage rates and benefits package in a region that includes Alabama, Arkansas, Florida, Georgia, Mississippi, North Carolina, South Carolina, New Mexico, Texas and Virginia. A contractors' committee will negotiate wage rates in the region with the international and Local 5.

One of the signatory contractors, Conduit and Foundation of New Jersey, has already won two beach restoration projects in Broward County, Fla., where work is expected to start shortly.

One of the major elements of the agreement will allow contractors portability for key personnel, permitting them to bring in from other local unions and areas up to 50 percent of the operators on a job.

The remainder of the workforce will be supplied by Local 5 from its ranks of trained and qualified operators, who will have total job mobility within the 10-state region.

Hanley said the overall package "should eliminate further attempts to excuse the unfair and unjust practice of double-breasting" in the area.

"As these union contractors get more of the work," he added, "this agreement will allow us to offer heavy and highway workers continuity of employment, along with a superior benefits package union representation provides."

Survey finds workers want on-the-job dignity

The promise of increased wages is not necessarily the most effective issue in mounting successful organizing drives, a survey by the AFL-CIO Department of Organization and Field Services shows.

Workers are more apt to respond to improved working conditions, assuring workers of on-the-job dignity and the installation of adequate grievance procedures, according to the study, which is based on a survey of National Labor Relations Board elections in units with 50 or more workers.

One-on-one personal contact with employees is the most effective way of communicating labor's message, the survey indicates. These statistics bolster that conclusion:

- Intensive programs of house calls yields a 78 percent win rate.
- When organizers rely on telephone calls as a primary means of communicating with workers, the victory rate plunges to only 40 percent.
- Union mailings to employees, when used as a primary means of campaigning, lead to a win rate of only 39 percent.
- Mass meetings are shown to be an effective organizing tool only if the average attendance is more than 40 percent of the unit.

The department analysis shows that the segments of the workforce most inclined to unionize are low-wage workers, women, minorities, immigrants and younger workers. More than half the union victories were recorded at workplaces where the majority of the employees are women.

The degree of employer resistance remains a major factor in the ability of unions to win NLRB elections, the study emphasizes. The most effective weapons that employers use to thwart trade unions are predicting layoffs or company closings, warning of a strike if the union wins, and begging for another chance to prove that management will play fair with workers.

UAL unions ratify pacts for buyout

Concessions given for ownership plan

The employee buyout of UAL Corp., the parent company of United Airlines, moved another giant step forward as members of three unions completed the process of ratifying new contracts containing $2 billion in savings over the next five years.

Approval of separate packages of wage, benefit, and work rule concessions came in nearly unanimous votes by United's 7,000 Air Line Pilots and 23,000 Machinists. Earlier, the 14,000 Flight Attendants at the carrier had overwhelmingly ratified a new labor pact.

Under separate formulas in each of the agreements, pay cuts will be restored during the terms of the pacts, which also permit renegotiation of wage rates to take effect in the fourth and fifth years of the agreements.

The union contracts are an integral part of the proposed $4.36-billion acquisition of the airline by an employee stock ownership plan in which both union and non-union employees will participate.

Approval by the members of all three unions means that the carrier's union-represented workers have "formally bonded as a collective force" to conclude the transaction and "secure the future of all the employees," said Rick Dubinsky of ALPA.

The employee buyout now awaits formal acceptance by UAL shareholders and the arranging of the necessary financing.

Meanwhile, an employee takeover remains a possibility at Trans World Airlines. ALPA and IAM representatives have indicated that a buyout of TWA is one of the options under consideration for resolving difficulties at the financially troubled airline.

The IAM represents about 17,000 mechanics, fleet service workers, passenger agents and commissary agents, while ALPA represents about 3,500 TWA pilots.

Members of both unions approved pay cuts and other concessions in 1985 to help Carl C. Icahn acquire the carrier, thwarting takeover efforts by Frank Lorenzo's union-bashing Texas Air Corp.

Actors' Equity gains 372 performers at Walt Disney World

Orlando, Fla.

Actors' Equity won a representation election for a 372-member performer unit at Walt Disney World.

The National Labor Relations Board-supervised election was won by a 235-15 vote, said Alan Eisenberg, the union's executive secretary. Included in the unit are full-time permanent performers at three separate theme parks comprising Walt Disney World — the Magic Kingdom, EPCOT Center and MGM Studios — as well as performers at the resort hotels in the giant entertainment complex.

The organizing campaign began in the spring of 1989, and more than half the performers had signed authorization cards by fall, prompting the union to seek recognition from Disney management. The union expects to begin contract negotiations in June.

DATA

Trade gap widens on tide of surging imports

By John R. Oravec

Resurging imports of $41.7 billion pushed America's foreign trade deficit to $8.4 billion in March, and will likely tip the 1990 shortfall over the $100-billion mark — the seventh year in a row.

The deficit soared 38.5 percent from February's $6.1-billion trade gap, even with record monthly exports of $33.3 billion, the Commerce Department reported. Imports rose $3.8 billion while exports increased $1.5 billion.

Based on the performance for the first three months of the year, Commerce Secretary Robert A. Mosbacher predicted the 1990 deficit would slip under $100 billion — the first time since 1983.

But AFL-CIO economist Mark A. Anderson expressed doubt over Mosbacher's rosy outlook keyed to the first quarter totals, which included the unusually narrow February trade gap. Anderson called it an aberration, and most private international trade economists agreed.

The consensus from trade balance watchers calls for little change from 1989's deficit of $109 billion.

A part of the problem is the failure of President Bush to crack down on countries that exercise unfair trade practices, Anderson said.

Earlier in May, Bush dismissed calls from the federation to invoke sanctions under the "Super 301" provisions of federal trade law against countries that practice restrictive trade policies.

Anderson branded Bush's inaction a detriment to the U.S. industrial base and American factory workers, who are paying for the string of trade deficits with their jobs.

The Commerce Department has noted that for each $1 billion in exports, 25,000 U.S. jobs are created. Conversely, for each $1 billion in imports, 25,000 American jobs are wiped out.

In March, exports of manufactured goods rose $3.6 billion to $26.9 billion before seasonal adjustments, the Commerce Department said. But imports shot up $4.4 billion to $33.2 billion, leaving a manufactured goods deficit of $6.3 billion, or 75 percent of the entire merchandise trade gap in March.

Petroleum imports at $4.7 billion were little changed from February, the government report said. In the first three months of 1990 the United States had imported $15.4 billion worth of oil products, compared with $10.6 billion in the 1989 first quarter. However, the price per barrel averaged $15.16 last year, compared with $19.26 in the first quarter of 1990. U.S. petroleum exports totaled $1.3 billion in the first quarter.

Two of the nation's largest trade surpluses were in advanced technology products (ATP) — aircraft, electronic devices, scientific instruments and telecommunications equipment — as well as agricultural commodities.

ATP exports amounted to $8.5 billion and imports came to $4.9 billion for a surplus of $3.6 billion in March. A surplus of $1.8 billion in agricultural commodities stemmed from $4 billion in U.S. exports and $2.2 billion in imports.

A surge in car shipments drove up the trade deficit with Japan to $3.6 billion from $3.1 billion in February. The deficit with Canada eased to $90 million from $227 million in February.

With major oil-producing nations, the March deficit eased to $1.8 billion from $2 billion in February. In March, the United States posted surpluses of $340 million with the Soviet Union and $428 million with South Africa, and ran deficits of $581 million with China and $231 million with Eastern European and nearby Asian countries.

Housing starts fall again, match '82 recession pace

April housing starts tumbled for the third straight month to an annual rate of 1.25 million units, the slowest pace of home building since the 1982 Reagan Recession.

Last month's drop of 5.8 percent was preceded by declines of 11.3 percent in March and 5.1 percent in February, the Commerce Department reported.

Starts of single-family homes in April skidded 7.5 percent to a seasonally adjusted annual rate of 934,000 units, while the starts of apartments and other multi-family units were unchanged at 311,000 units, the department said.

The outlook for home construction also turned dimmer as the pace of building permits fell 8.7 percent in April to a 1.13-million annual rate, after dropping 5 percent in March and 25 percent in February. The April rate was the lowest since September 1982.

Construction workers are already feeling the effects of the slowdown with a loss of 100,000 jobs in April and 52,000 jobs in March, according to the Labor Department.

In other economic reports:

- Factory orders for durable goods fell 4.1 percent in April, after rising 6.5 percent in March and 2.4 percent in February, the Commerce Department said. Durables plummeted a record 10.5 percent in January.

Orders for the big-ticket items — autos, aircraft, machinery and other goods that last at least three years — slipped by $5.3 billion to $123.3 billion last month.

The big loser in April was the transportation component, plunging 14.3 percent, as the motor vehicle and aircraft industries posted slower orders. Only orders for electrical machinery posted a gain, rising 4.5 percent from March.

- Industrial production slipped 0.4 percent in April, stemming from a 14-percent drop in the output of motor vehicles and parts, the Federal Reserve Board said.

Excluding the automotive sector, industrial output "was unchanged in April and has shown little movement since February," the Fed said. But the operating rate of factories, mines and utilities fell from 83.5 percent in March to 83 percent last month. It was at 85 percent in April 1989.

- American and Canadian workers were ranked highest in per capita productivity among 11 advanced industrialized nations in 1987, according to the Japan Productivity Center. It ranked Japan next to last.

However, it said Japan made sharp productivity gains in the 1980-87 period, and was topped only by Spain.

Despite the gain, the United States and Canada tied for a rating of 131, compared with Japan's base rating of 100.

Statistics at a Glance

Consumer Prices

	Apr. '89-Apr. '90	Mar. '90-Apr. '90
All Prices (CPI-W)	4.5%	0.1%
Food	5.6%	–0.3%
Housing (Shelter)	5.0%	0.1%
Medical Care	8.6%	0.8%
Energy	0.6%	–0.4%

Workers' Earnings

Real Average Weekly Pay	Apr. '89-Apr. '90	Mar. '90-Apr. '90
All Private Industry	–1.7%	0.2%
Manufacturing	–4.1%	–0.2%

International Trade

	Mar. '89	Feb. '90	Mar. '90
Trade Deficit (billions)	–$8.9	–$6.1	–$8.4

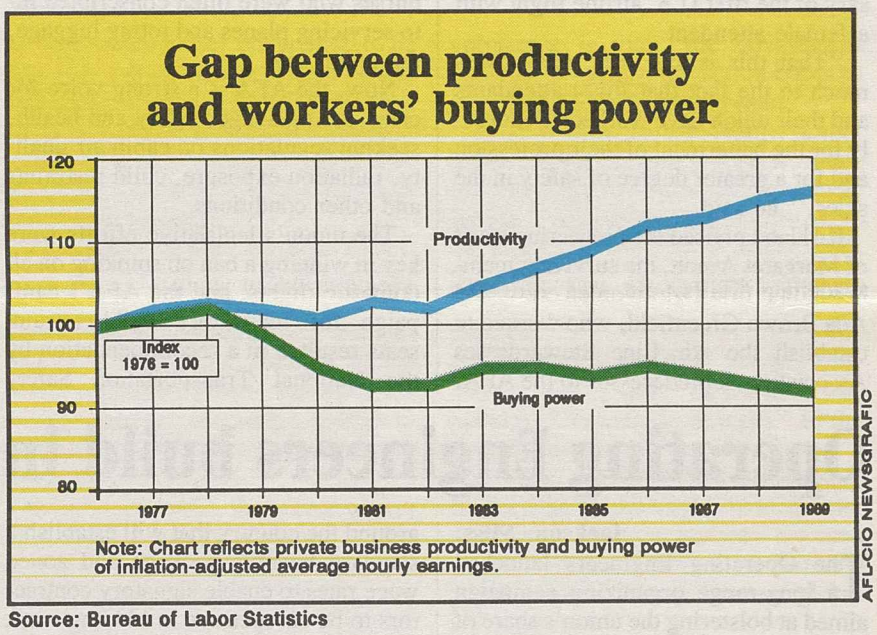
Gross National Product

	Jan.-Mar. '89	Jan.-Mar. '90
Real GNP Growth	3.7%	1.3%

Home Construction

Housing starts (Millions of units)	1986	1987	1988	1989	Apr. '90*
	1.80	1.62	1.49	1.38	1.25

*Annual rate



Source: Bureau of Labor Statistics

Moderating prices in April bring little relief to working families

Moderating consumer prices in April brought little relief to working families as their purchasing power slipped deeper in the hole compared to the same month last year.

Real average weekly earnings were 1.7 percent below April 1989 despite a 0.2-percent gain from March, when the real pay was down 1.3 percent from March 1989, the Bureau of Labor Statistics reported.

Wages have not kept pace with prices throughout the 1980s and continue to lag this year despite a few meager monthly gains. The April 1990 real average earnings were 4 percent below April 1980, AFL-CIO economist Anne Draper noted.

The government's consumer price index for urban wage earners (CPI-W) edged up just 0.1 percent in April after surging at an annual rate of 8.3 percent in the first three months of the year. The all-urban consumers index (CPI-U) rose 0.2 percent last month.

Food and energy prices declined in April to hold down the rise in the overall CPI-W.

Although food prices declined 0.3 percent with sharp drops in fresh vegetables, fruits and dairy products, they were 5.7 percent above April 1989.

Heating oil prices were down 1.3 percent over the month, but were up 8.9 percent over the year. Gasoline prices increased 0.5 percent last month, but were 1.2 percent below a year ago. Natural gas and electric prices, which declined 1 percent in April, were 1.5 percent above the year-ago month.

Medical care costs continued to take the biggest inflation bite, rising 0.8 percent over the month to climb 8.6 percent over the year.

Apparel and upkeep costs rose 0.5 percent in April after sharper increases in February and March, while running 4.8 percent higher over the year.

Other goods and services — including tobacco, personal care and education expenses — advanced 0.5 percent last month, and were 7.8 percent above April 1989.

New car prices declined 0.2 percent and used car prices fell 0.7 percent last month. Over the year, new car sticker prices were up 1.2 percent, while used cars prices were down 3.7 percent, the BLS said.

Some private economists said April's moderate rise in the CPI reflects more of a correction in the acute first quarter price hikes than a clear sign of slowing inflation rates.

Newsmakers

Ronald Vitelli was elected to a two-year term as president of the Theatrical Stage Employes Local 1 in New York. Vitelli, a 38-year employee of CBS, had been the union's vice president. IATSE Local 1 currently is on strike against CBS.

The Seafarers piped aboard **Terry Turner** to their Congressional and Government Relations crew. He will track Senate legislation of concern to the SIU and the maritime industry. Prior of joining the union's headquarters staff, Turner was an SIU field representative based in Kentucky.

Food and Commercial Workers Civil Rights Director **Douglas Couttee** has been elected a vice president of UFCW. Couttee had been field director for community services.

Jack Yager was appointed as the Teamsters 15th international vice president by IBT President **William J. McCarthy**. Yager, who also serves as secretary-treasurer of the Central Conference of Teamsters, is a member of Local 41 in Kansas City and had been the IBT's international freight director since 1985. **R.V. Durham,** the union's director of safety and health, will assume the duties of international freight director.

The George Meany Center for Labor Studies announced that **Jeffrey MacDonald** is the new associate director for academic affairs. He was formerly assistant research director for the Allied Industrial Workers, an associate professor at Michigan State University and a research associate at the Communications Workers. **David G. Alexander** was named cirriculum committee chairman and senior staff associate. He had been the center's assistant director for the program of apprenticeship, and associate degree in labor studies. He formerly held positions at Rutgers University and Cornell University.

AWARDS

James P. Kenney of New Rochelle, N.Y., was named National Hero of the Year by the Letter Carriers. Kenney, 34, was honored for having saved at least four lives when he repeatedly entered a burning building to help to safety an infant and his grandmother, along with two other disabled people and others, the NALC said.

Kenney received the union's top honor from NALC President Vincent R. Sombrotto, who also presented awards to the Regional Heroes of the Year — **Robert D. Pope** of NALC Branch 935 in Statesville, N.C., **John D. Mockenstrum** of NALC Branch 100 in Toledo, Ohio, and **Lawrence J. Gerigk** of NALC Branch 214 of San Francisco. Pope aided a traffic accident victim who had been thrown on top of a 13,000-volt electric line; Mockenstrum rescued two children from a locked vehicle that was on fire, and Gerigk chased and captured a man armed with a tire iron who had been assaulting another individual.

The union also honored **Ernest Smith** of NALC North Central Jersey Branch 38 as Humanitarian of the Year. Smith of Edison, N.J., volunteers his free time to encourage education, offer guidance and provide wholesome recreation to urban youth.

Raymond Crowell/Page One Photography

Lane Kirkland talks with Yelena Bonner and Robert Herzstein, chairman of the International Human Rights Law Group. Bonner is the widow of Andrei Sakharov, the late Soviet human rights activist.

Kirkland, accepting award, sees threat of exploitation

AFL-CIO President Lane Kirkland accepted a human rights award with a warning about the perils of the business rush to exploit the newly liberated peoples of Central and Eastern Europe.

"As I speak, the hotels of Eastern and Central Europe are swarming with foreign opportunists and operators of every stripe, looking for an opportunity to make a quick buck out of the current situation in that part of the world by buying cheap and selling dear," Kirkland said.

"But it was not for them that 55 shipyard workers laid down their lives in Gdansk in 1970 and kindled a movement that was to change the course of history. And it was not the greater glory of private enterprise that inspired hundreds of 1956 freedom fighters who ended up an unmarked mass grave on the outskirts of Budapest.

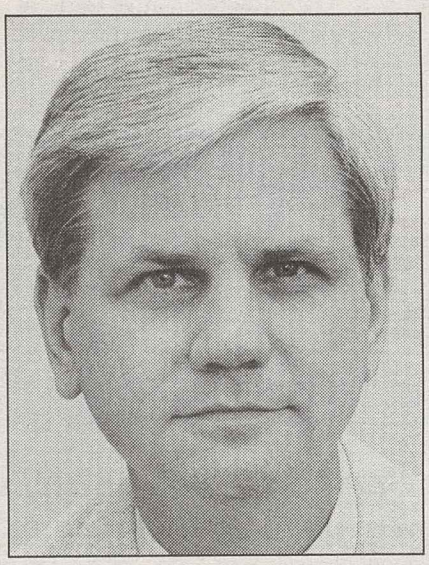
"These heroes did not fight for business license but for human freedom. They did not give their lives to exalt the bromides of the Chamber of Commerce, but to secure the rights of man and woman. It is no service to their memory to suppose that their sacrifice is redeemed by enslavement to the more extreme versions of free-market theory."

Kirkland was honored along with Yelena Bonner, whom he described as "a towering moral figure of our time," and Alexander Dubcek, who was deposed as first secretary of the Communist Party of Czechoslovakia when the Soviets crushed "the Prague Spring" in 1968. The Czechoslovakian ambassador to the United States accepted the award for Dubcek.

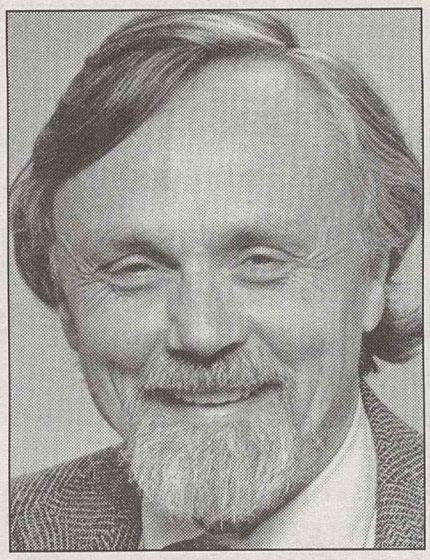
Bonner told the awards dinner audience that it was the people, the dissidents and the human rights activists who "pushed forward the reforms in the Soviet Union." Those reforms were not bestowed by party functionaries or Soviet President Mikhail Gorbachev, she stressed.

In thanking the International Human Rights Law Group for the award, Kirkland praised the organization's "diligent work in the cause of freedom."

He pledged that the AFL-CIO will continue to do everything it can to help workers' movements along "Freedom Trail" in Europe as well as "in the Soviet Union, in China and wherever plain people seek justice and a voice in their own destiny."



Joseph J. Shantz



Richard C. Wilson

Shantz named to head organizing; Wilson to coordinate European aid

Joseph J. Shantz has been appointed director of the AFL-CIO Department of Organization and Field Services, federation President Lane Kirkland announced.

Shantz, 42, succeeds Richard C. Wilson, who was named director of Central and Eastern European affairs of the AFL-CIO's Free Trade Union Institute. Wilson, 57, has headed the federation's organizing and field services staff since November 1987. Paul Somogyi, the assistant director of international affairs, was also named by Kirkland as director of FTUI.

Shantz, who comes out of the Firemen and Oilers, has served as assistant organizing director since January 1988. Prior to that, he was a federation field representative in the New England region for seven years. Shantz also had been a representative with the Human Resource Development Institute and business agent of Firemen and Oilers Local 3 in Boston.

After graduating from St. Thomas of Villanova College in 1971, Shantz was an intern with the federation's office of state and local central bodies.

Wilson joined the AFL-CIO organizing staff in 1979, and served as associate director of COPE from 1982 to 1985. Earlier, he had been with AFSCME, UAW, Industrial Union Department and the Pulp, Sulphite and Papermill Workers.

Wilson, a former shop steward with the Office and Professional Employees, earned degrees in economics from the University of Buffalo and Wayne State University.

In his new position, Wilson will coordinate AFL-CIO activities and assistance programs with emerging free trade unions in Central and Eastern Europe.

George Meany Center announces schedule for June workshops

The George Meany Center will offer nine workshops during June. The schedule:

- **TV: THE COOL MEDIUM,** May 29-June 1 — Coaches union leaders on how to face television cameras and work with reporters.
- **LABOR RELATIONS IN THE FEDERAL SECTOR,** June 4-8 — Collective bargaining, grievance handling and arbitration, and union building.
- **CERTIFIED EMPLOYEE BENEFIT SPECIALIST,** June 4-8 — Programs II and V, retirement plans and the legal environment, as part of 10 courses in the CEBS programs.
- **DISCIPLINE AND DISCHARGE IN ARBITRATION,** June 10-15 — Advanced institute exploring the concept of just cause, standards for arbitrators, investigation procedures and standards of proof.
- **NEGOTIATING AND WRITING CONTRACT LANGUAGE,** June 10-15 — Sharpens negotiators' skills on writing contract language and responding to company proposals.
- **CENTRAL LABOR COUNCILS: LEADERSHIP AND LEVERAGE,** June 10-15 — For full-time staffers to aid them in advancing their council's effectiveness.
- **ORGANIZING IN THE CONSTRUCTION INDUSTRY,** June 17-22 — Trains building trades organizers in oral and written communications, regional survey and targeting techniques, on-site recruitments and labor law.
- **NEW STAFF PROGRAM,** June 17-29 — For recently appointed or elected union staff, to improve planning skills, develop personal skills to fit the various roles of union staff and gain insight into the labor movement.
- **PENSION AND HEALTH CARE BARGAINING CLINIC,** June 27-29 — For experienced benefit specialists who deal with topical issues in benefit plan design.

For more information about labor studies programs, write or telephone the Registrar's office, George Meany Center, 10000 New Hampshire Avenue, Silver Spring, Maryland 20903. Telephone 301/431-6400.

Bright promise seen in emerging democracies

By Rex Hardesty
New Haven, Conn.

The unions helping build new democracies in nations around the world can look to the AFL-CIO for continued help, but those nations should not look here for models, delegates to an international affairs conference were told.

"Certainly they shouldn't look to us as a model on unemployment compensation when 70 percent of the jobless get no benefits at all," AFL-CIO international affairs director Thomas Kahn said. "And God forbid that they would imitate our labor law."

Representatives of the AFL-CIO's institutes for Asia, Africa and Latin America and economist William Cunningham joined Kahn in making presentations and taking questions from 100 trade unionists from New England and New York. Regional conferences were begun in 1985 to give U.S. trade unionists a chance to study and question AFL-CIO activities overseas.

Kahn said nations such as Poland have an opportunity — almost unprecedented in history — to build an economic and political structure from scratch.

Worker involvement in the overthrow of totalitarian regimes in Poland and elsewhere in Central and Eastern Europe means that new democracies are being built "with a whole people involved," which is unprecedented except for Histadrut's role in building Israel, Kahn said. Many nations, such as the American colonies, have built political structures, "but the established economy wasn't going to change much regardless of their political decisions."

Kahn described AFL-CIO involvement in international affairs as a matter of economic self-interest for American workers, lest they be forced to compete with foreign nations on the basis of wages alone. He noted recent successes in getting the violation of worker rights listed as an unfair trade practice under U.S. law — despite President Bush's refusal to use the provision adequately — and said the Overseas Private Investment Corporation has made such rights a condition of U.S. companies doing business in Poland and Hungary.

"Democratic trade unions of workers' own choosing are the only hope against exploitation of either totalitarian governments or employer conspiracies," he said.

Ken Hutchison of the AFL-CIO Asian-American Free Labor Institute pointed out that it was U.S. employers who stopped the Malaysian government from granting trade union rights. He also noted the new phenomenon of multinational corporations deciding to jump from Asia to the even lower-wage nations of Africa.

The head of the African American Labor Center, Pat O'Farrell, reported that while world attention has been properly riveted on the struggle against apartheid in South Africa, the continent of Africa still has only four democracies among its 53 nations.

That's a sad record compared to the hopes of 16 years ago, when colonialism was finally overcome, O'Farrell said. Control of goverment by white supremacists and exploitation of Africa by multinationals has left the continent with a median gross national product per person of $330 per year, with 17 of the world's 24 poorest countries located in Africa.

The economic picture is not much brighter in some Central American nations, delegates were told by William Doherty of the American Institute for Free Labor Development. But the political picture in the Western Hemisphere is much better — a switch from only two democracies among the 24 nations of Central and South America and the Caribbean in 1950 to only one dictatorship left among the 24 in 1990.

Tracing the quest for bread, peace and freedom from the earliest U.S. labor involvement overseas under Samuel Gompers, Doherty noted that the absence of peace in El Salvador and the absence of bread in Nicaragua perpetuate the misery for those trouble spots. The staggering debt load contributes to those problems, Doherty said, as well as to such new developments as the debilitating "brain drain" from Argentina.

Kahn's point about the U.S. self-interest in international affairs because of imbalances in trade was displayed graphically by Cunningham, who showed that $10- and $13-an-hour U.S. jobs in manufacturing are being replaced by jobs that range only up to $7 an hour in retail and wholesale trade and $9 an hour in services.

Cunningham also made the case against the gigantic trade surpluses held by nations such as Japan and West Germany, using slides to show that these nations would still hold an overall trade advantage even if their U.S. trade were brought closer to balance.

India's worker rights violations called an 'image of hell'

While the AFL-CIO has protested the exclusion of Japan and other nations that violate workers' rights from the "Super 301" list of trade policy violators, there is ample evidence that India, the lone designee, does qualify.

General Secretary Neil Kearney of the International Federation of Textile, Garment and Leather Workers reported that he had "never visited an industrial workplace so horrid" as a textile mill in Bombay.

"You have images of what hell might be like," Kearney said.

"That factory fit all the images of hell except one. There were no flames, but everything else — intense heat, dirt, filth, deafening noise, and air heavy with humidity, dust, fumes, smoke and stench," he said.

"I couldn't see how many people were at work there because most of the place was in the dark," Kearney continued. "It was unbelievable that anyone could work there for even an hour."

The visit to the Bombay facility was part of an 18-month investigation by the general secretary, during which he has visited more than 150 textile mills and garment factories in nearly 40 countries on every continent.

Kearney also scored Bangladesh and Pakistan for exploiting children and for paying very low wages — $12 a month for some Bangladesh workers.

"Super 301" is a designation under the 1988 Omnibus Trade Act that subjects countries practicing broadly restrictive trade policies — including abuses of worker rights — to tariff reprisals.

A year ago, the administration named Japan, Brazil and India as Section 301 violators. But this year, at the urging of U.S. Trade Representative Carla A. Hills, Japan and Brazil were removed — leaving only India subject to sanctions.

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MAY 28, 1990

AFL-CIO NEWS

INSIDE

1 ***Greyhound workers offer return to work***

Striking Greyhound drivers and clerks propose an unconditional return to work; the NLRB said it would file a complaint against the bus line for unilaterally imposing contract changes.

1 ***Hearings, ads expand health care drive***

The next phase of the AFL-CIO's national health care reform campaign will include public hearings this summer in cities nationwide and television ads scheduled for fall.

3 ***Disabled citizens gain civil rights***

More than 40 million disabled Americans would win protection against discrimination and access to transportation and other programs under legislation passed by the House.

7 ***UPBP going strong after four years***

The Union Privilege Benefit Programs marks its fourth anniversary with a report of prosperous current offerings and a preview of future loan programs for mortgage, education and other needs.

8 ***Back in Cincinnati, on with the show***

The 1990 Union-Industries Show returned to Cincinnati, home of the first show 52 years ago. Crowds flocked to see union workers and companies showcase skills, products and services.

10 ***Cooperation boosts labor, business***

Productivity is higher and the bottom line is better in companies that work in partnership with unions and workers, a new survey of more than 100 companies has found.

UNION YES

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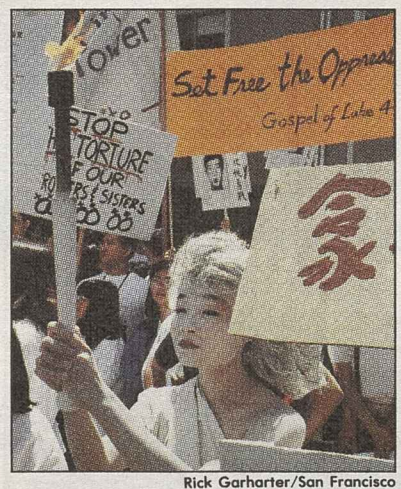


Rick Garharter/San Francisco

Union members join in marking Tiananmen massacre. Page 8.

AFL-CIO NEWS

VOLUME 35, NUMBER 12 JUNE 11, 1990

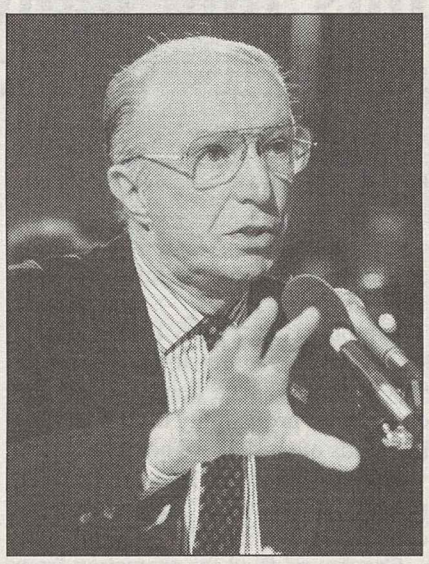
'Fired or replaced, I've lost my job'

By Mike Hall

"The notion that somehow you can recognize a fundamental difference between the decision by an employer to fire a striker and the decision by an employer to permanently replace a striker just defies logic," AFL-CIO Secretary-Treasurer Thomas R. Donahue told a Senate subcommittee.

The increasing practice of "permanently replacing" strikers is "contrary to the federal labor law's most basic principles," Donahue said.

Donahue urged the panel to act promptly on a bill, S. 2112, to ban the use of permanent replacements during an economic strike. Also testifying before the Senate Labor Subcommittee in favor of the bill were UAW President Owen Bieber, Air Line Pilots President Henry Duffy and several workers who lost their jobs to scabs.



Thomas R. Donahue

"It doesn't matter if somebody steals from me or robs from me, I still lose my money either way," Donahue said. "Whether I am fired for striking or permanently replaced, I still lose my job."

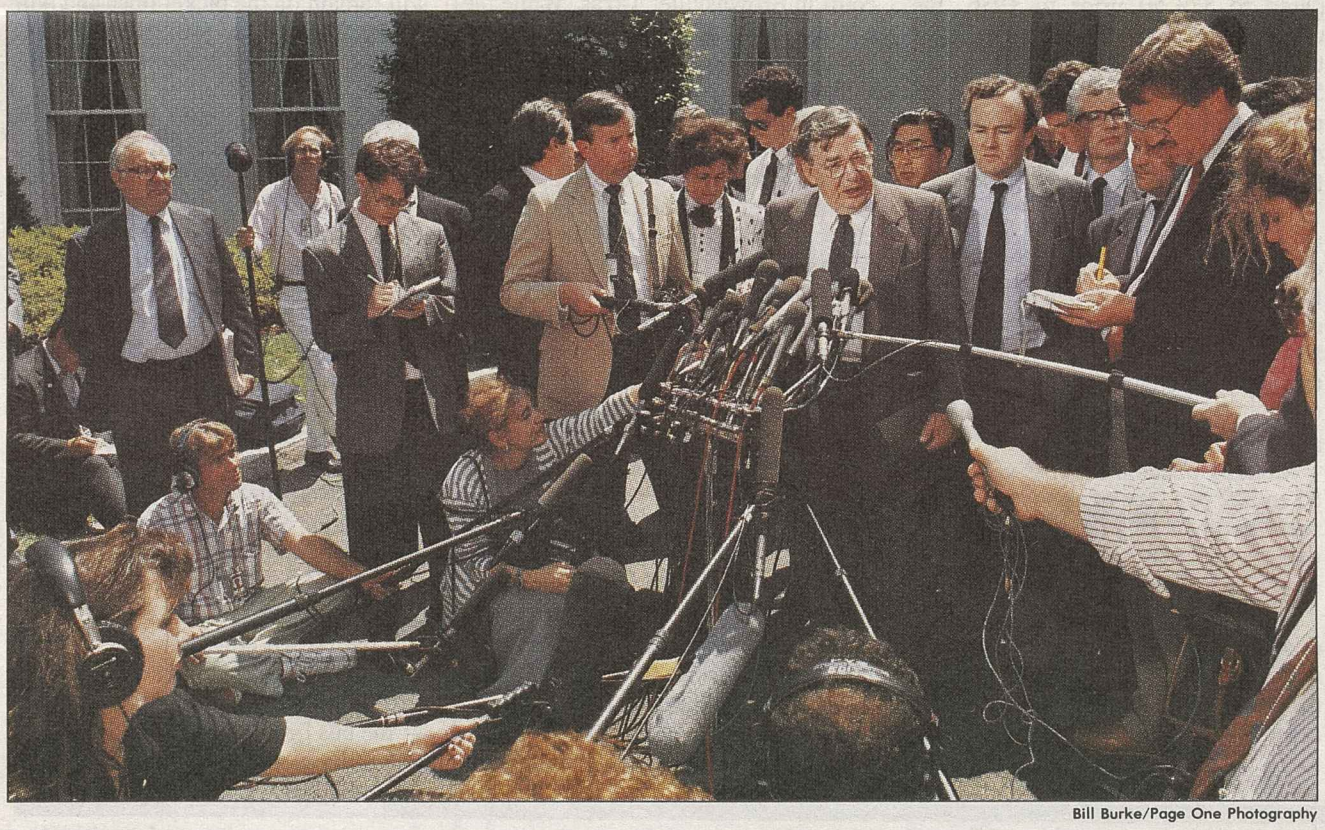
"It is pure double talk to say that although a worker can't be discharged for striking, the worker can be permanently replaced," Bieber said. "This distinction may have some meaning to lawyers, but all the ordinary worker knows is that he or she is not going back to work with the struck employer in the foreseeable future."

The National Labor Relations Act (NLRA) and the Railway Labor Act (RLA) specifically outlaw the discharge of workers who engage in a strike. But a 1938 Supreme Court ruling, NLRB vs. Mackay Co., established a "permanent strike replacement" doctrine, which has been increasingly used in the past decade to break unions and intimidate workers.

"Under current conditions, the Mackay doctrine threatens the very vitals of collective bargaining," Donahue said. He noted that, with the protection of the Mackay ruling, employers increasingly are forcing strikes by making outrageous demands. When the workers strike, they are permanently replaced and the scab workers frequently vote to decertify the union.

Even an employer's threat to use permanent replacements has been "sufficient to intimidate the workers from

Continued on Page 3



Bill Burke/Page One Photography

AFL-CIO President Lane Kirkland, flanked by TUAC leaders, meets the press outside the White House.

TUAC advises Bush on workers' rights

By Rex Hardesty

Governments have a role to play in economic affairs and should not abdicate that role to employers in the name of "free markets," President Bush was told by union representatives from six industrialized countries.

For the multiple problems facing the emerging democracies of Eastern and Central Europe, for example, "solutions will not be found by the substitution of one rigid ideology by another," such as devotion to free markets to the exclusion of worker rights and social needs, Bush was told.

As head of the host nation for the seven-nation economic summit coming up in Houston in the first week of July, Bush met at the White House with AFL-CIO President Lane Kirkland and national labor leaders from Canada, France, Britain, Italy and Japan. The German representative was unable to attend.

The 13-page recommendations were drafted in Paris in May by the Trade Union Advisory Committee, of which Kirkland is the current chairman. TUAC advises the 24-nation Organization of Economic Cooperation and Development. All seven nations meeting in Houston belong to the OECD.

In their meetings in Washington, the trade union officials noted support from employer groups for the TUAC recommendations on world labor markets and education, investment in infrastructure and environmental improvements.

But the labor leaders said they have no uniform support from their employers and governments on the core of the trade union position — the "social clause" that holds that the test of fundamental worker rights should be incorporated into world trade and economic considerations.

The AFL-CIO has had some success

Continued on Page 6

Workers face health costs in bargaining

By Candice Johnson

While labor presses for a long-term national solution to the health care crisis, unions are working at the bargaining table for short-term cost containment measures that reduce overall health care expenditures without shifting those costs from employers to workers.

The AFL-CIO Executive Council has approved a series of public hearings across the country this summer and a Union Yes ad campaign in the fall to focus public attention on the need for national health care legislation.

In the meantime, said Karen Ignagni, director of the federation's Department of Employee Benefits, unions can develop strategies to fight back against employer attempts to increase workers' co-payments and deductibles, restrict eligibility or cut retiree benefits.

Ignagni is urging unions to review managed care systems, such as health maintenance organizations (HMOs) and preferred provider organizations (PPOs), as a means to cut costs.

Current programs that seek to cut costs include:

- Managed care systems such as PPOs and HMOs, which provide services to members at a negotiated price.
- Case management, which allows for patient involvement in determining treatment plans and settings, such as outpatient care.
- Managed mental health programs, which monitor the use and quality of mental health and substance abuse benefits. This can include insurance

Continued on Page 2

Health care campaign goes back to the table

Continued from Page 1

reimbursement for outpatient services — now usually disallowed — and utilization review of patient treatment and care.

- Outpatient review programs, which monitor outpatient treatments and procedures.
- Fee negotiation with physicians.
- Retiree health trust funds, which prefund the costs for future retiree benefits.

While negotiating cost containment measures, unions should try to get a commitment from management, written in the contract, to work for a national solution to the problem, Ignagni stressed.

Unions that have negotiated such commitments include the Clothing and Textile Workers with a cotton/fiber employer group, the Communications Workers and Electrical Workers at AT&T, and the Steelworkers in an agreement with Bethlehem Steel.

Health care costs accounted for 45 percent of a company's operating profits in 1987, compared to 9 percent in 1965, according to Fortune magazine. Because of these skyrocketing costs, many companies are ready to consider innovative programs in concert with their unions.

The Rubber Workers worked out an arrangement with Goodyear Tire and Rubber Co. to set up a health care network to help trim costs. URW members in Ohio, Oklahoma and Alabama can visit a physician, eye doctor or pharmacist at specific medical clinics for a set fee.

Goodyear estimates the clinic network will save the firm about $1 million of its $163 million annual health care bill.

Ignagni said that providers need to be held accountable for health care services, pointing to a recent study by the Rand Corp. that found many surgical procedures and laboratory tests were unnecessary. She cited inpatient mental health and substance abuse treatment as one element of care that should be monitored.

"Studies have shown that substance abuse contributes as much as 20 percent of the cost of health care," she said. "Some providers' strategies are to hospitalize, which may not be the best solution.

"We should look at the vendor of these services to see if it's necessary," she said. "That's where a health management system can play an important role.

New Kennecott copper contracts restore most givebacks of 1986

The 13 local unions that represent 1,900 employees at Kennecott Corp. copper mines in Utah ratified by better than a 2-1 margin new three-year contracts that restore many of the wage and benefit concessions the workers granted in the 1986 agreement.

The new master accord, which becomes effective July 1, will raise wages and benefits by an average of 23 percent, an average increase of $2 an hour. Across-the-board increases of 25 cents will be added on July 1, 1991 and 1992. A ratification bonus of $3,000 was included. The 1986 agreement had cut pay and benefits 20 percent.

The unions bargained jointly for the master contract on wages and benefits, and separately for agreements on local issues. Three-fourths of the workers belong to one of five Steelworkers locals. Others belong to the Machinists, Operating Engineers, Electrical Workers, United Transportation Union, Office and Professional Employees, and System Federation Local 155, which includes the Railway Carmen.

The average wage rate under the current contract is $10.82 an hour, compared to $13.50 prior to 1986, the unions said. On July 1, the rate for electricians and machinists will go to $14.22 an hour, and the rate for mine drill operators, senior level operators in smelters and refineries, painters, and truck drivers will go to $12.54.

The health care deductible was lowered from $350 to $100 for single coverage and from $700 to $350 for families, the higher levels having been added in the previous contract. An 80-20 co-payment provision remains in the new agreement, but the company will pay the entire insurance premium, according to the unions.

Monthly pension benefits will go up $5 to $22 per year of service for those with less than 15 years, to $23.50 for those with 15-30 years and to $25 for those with more than 30 years.

Sickness and accident benefits will be raised in steps totalling 23 percent, to a range of $156 to $193 weekly. A new tax-deferred 401(k) savings plan will be created to allow workers to deposit up to 16 percent of their earnings.

Neil Zarckin/NALC Branch 1111

Letter Carriers President Vincent Sombrotto leads NALC state convention delegates in mass picketing at the Oakland, Calif., Greyhound bus terminal.

Bus line bankruptcy filing strands workers, creditors

By Candice Johnson

The decision by Greyhound Lines Inc. to file for bankruptcy protection was condemned by the Amalgamated Transit Union, which represents its striking workers.

The bus carrier "has again demonstrated its disregard not only for the 9,300 workers who helped return the company to profitability but also for the hundreds of creditors who are now the victims of Greyhound management's irresponsible behavior," said ATU President James La Sala.

Greyhound filed for protection from creditors June 4 in federal bankruptcy court in Brownsville, Texas. While the company claims it will continue the reduced service offered during the three-month strike by ATU members, creditors can petition the court to force the sale of assets.

Greyhound has been saddled with enormous debt resulting from its purchase in 1987 by chairman Fred Currey and a group of investors, and the highly leveraged takeover of Trailways Lines Inc. a year later.

The financial picture has worsened since the March 2 strike as the bus line, scrambling to meet debt obligations, already has missed several principal, interest and lease payments totaling more than $16 million.

A company proposal to repurchase about $225 million in "junk bond" debt at a big discount has been ignored by investors.

Meanwhile, ATU has retained financial adviser Brian M. Freeman, who aided unions at United Air Lines in putting together their proposed $4.5 billion employee buyout of the air carrier, to move forward with a bid to buy Greyhound.

In a letter to Greyhound management and creditors, Freeman wrote that an employee buyout "can best resolve the ongoing labor dispute, the current strike, independent claims, and improve operations," creating value through employee investment.

Greyhound's refusal to consider the union's proposal reflects management's concern with its own self-interest "over the legitimate needs of the traveling public, creditors and employees," La Sala said.

"The striking Greyhound employees will remain on the picket lines and will continue to seek positive solutions aimed at saving the nation's only coast-to-coast bus system," he added.

No negotiations have been held since May 5, when the company proposed to eliminate up to 4,000 jobs and to slash yearly wages by as much as $7,000 — establishing a set hourly wage that would be paid only while drivers were operating buses and not during layovers or waits for buses.

On May 22, ATU members offered an unconditional return to work but were told by company officials that fewer than 50 jobs were available.

Greyhound faces a Sept. 17 hearing before an administrative law judge in Milwaukee, who will review a complaint issued by the National Labor Relations Board that Greyhound engaged in unfair labor practices.

If the NLRB complaint is upheld — and Greyhound has indicated it will appeal an adverse decision in the courts — the bus line could be liable for up to $10 million a month in back pay.

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LEGISLATION

Congress told scab use thwarts law

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striking and to undermine meaningful collective bargaining,'' Bieber said.

Since President Reagan's firing of the nation's air traffic controllers in 1981, employers have used the Mackay decision to replace workers in dozens of strikes. It was estimated at the hearings that, since 1985, employers have permanently replaced workers in one in every four strikes.

Bieber told the subcommittee that the Mackay decision has ''made it easier for employers to engage in sham or surface bargaining. . . . Without the protected right to withhold services, workers would be forced to accept whatever is offered. That's not collective bargaining.''

This country's national labor policy was designed to ensure that workers have a right to pursue their interests collectively without being subject to employer reprisals for their concerted activities, Donahue said. He cited specific sections of the NLRA that are contradicted by the Mackay decision.

''Section 2 (3) states that employees do not lose their status as employees when their 'work has ceased as a consequence of, or in connection with, any current labor dispute.' '' Another section ''declares 'nothing in the NLRA shall be construed so as to either interfere with or impede or diminish in any way the right to strike.' ''

Bieber cited the case of Arvin Industries in North Vernon, Ind., a parts producer for the Big Three auto companies, ''which demanded massive concessions, including the elimination of incentive pay and COLA, cuts in insurance benefits and a drastic wage reduction — from $11.50-$12 per hour to $5 per hour. At the same time the company was making these demands, it recorded after-tax profits of $18 million.''

The workers voted to strike and faced the consequences of permanent replacements. After four months on strike, the UAW agreed to the concessions, Bieber related, but even though agreement was reached on all economic issues, Arvin refused to permit the strikers to return to work and displace the replacements.

''The company has admitted to the union that the strike would be settled today if it did not have the right under the law to retain permanently the replacement workers,'' Bieber said.

The Air Line Pilots have had to contend with striker replacements several times during the last few years — at Eastern, Continental and United.

In 1985, Duffy said, United's chief executive officer demanded the union accept a B-scale wage plan ''or else.'' The threat was intended to ''run ALPA off the property,'' in order to hire scab pilots, Duffy said. But during the five-week walkout, the replacement pilots refused to cross picket lines and the pilots won the strike.

Hearings on a House version of the bill, H.R. 3936, are scheduled for June 13.

Testimony on strikebreaker legislation by labor witnesses before the Senate Labor Subcommittee is available from the AFL-CIO Publications and Materials Office, Room 209, 815 16th St., N.W., Washington, D.C. 20006.

Bill Burke/Page One Photography

Carol Miller testifies before Senate Labor Subcommittee.

Replaced workers endure pain of lost jobs, rights

Carol Miller wasn't fired for taking part in a strike against the Woodstock (Ill.) Die Cast Co. That would be illegal. She was, however, permanently replaced.

''Workers are told that they have the right to organize a union, to bargain collectively. . . and if need be, to strike,'' she told the Senate Labor Subcommittee. ''But Woodstock Die Cast has made a mockery of these worker rights.

''When the workers exercised their right to strike, the company immediately hired permanent replacements,'' she said. ''If this doesn't amount to retaliation for exercising the right to strike, I don't know what is.''

Miller, one of three workers replaced by strikebreakers to testify before the subcommittee, said that her part-time job and some strike benefits are the sole support of her family, which includes a disabled husband and a son in college.

Miller started her job at the company in 1966, and in 1980 took a union leave of absence to become UAW Local 922's financial secretary. The UAW has represented the 370 workers there since 1961 but the union had taken only two or three grievances to arbitration until 1985, when new owners took over and made new demands, she said.

''Those included eliminating certain bonuses and cost-of-living adjustments, freezing, our old pension plan and requiring us to reinvest in the new plan,'' she said.

But that was just the beginning, she testified. During the course of the contract, the company threatened to close or move if the union didn't give more — wage cuts, reduction in health benefits, mandatory overtime. Miller's union said no.

In 1988, during negotiations for a new agreement, the company ''insisted on the total elimination of the pension plan and incentive system'' even though Woodstock admitted it was still making money.

Despite the union's agreement on wages and its offer to work a week past expiration without a contract, the company refused to budge on its concession demands. At first they wouldn't let the workers back into the plant.

''On Oct. 13, 1988, all 370 members of the union walked off the job,'' she said. ''The company immediately began running advertisements for replacement workers.'' Miller went off the union's payroll that day.

The company found its scabs and the strike continues today.

''Many of the strikers have had 30-40 years of service. . . a majority had over 10 years. . . . Most of the strikers have had to get part-time jobs in order to survive. The union has had to provide hardship payments to individuals facing severe financial problems.

''A number of strikers have lost their homes,'' she continued. ''Several of the strikers have had to file for bankruptcy. The stress caused by the strike and the loss of our jobs also has contributed to a number of divorces. Sadly, one 26-year-old striker even committed suicide after his wife left him,'' Miller told the panel.

No serious negotiations have taken place, she said, and the company has insisted that the replacement workers will be given priority for employment if the strike is terminated.

Carol Miller and her 369 coworkers may be out of work, but they weren't fired. They were permanently replaced.

Capitol Digest

June may be the busiest month for Congress so far this year. In the Senate, Majority Leader George Mitchell has indicated he wants to bring two important pieces of labor-backed legislation to the floor, Civil Rights and Family Leave. The House also will vote on the Senate's version of Hatch Act reform, which would eliminate the need for a conference on the Senate bill and the House legislation that passed last year.

Conferences on several bills will continue or get under way, including the Americans with Disabilities Act, Clean Air, Child Care and the Miscellaneous Trade Bill, which contains provisions on the Caribbean Basin Initiative.

In other Capitol Hill developments:

AMTRAK—The House voted 294-123 to override President Bush's veto of Amtrak funding.

H.R. 2364, which authorizes Amtrak funds through FY 1992, includes a provision to allow the Interstate Commerce Commission to review and approve the acquisition of any of the 14 major freight lines by any non-railroad interest. Bush said that provision prompted him to veto the bill.

''In our view, it is difficult to understand the veto on this basis,'' said AFL-CIO Legislative Director Robert M. McGlotten. Without that provision, the ICC would have the authority to review the sale of a one-mile stretch of track or even the sale of two entire railroads to a non-rail company, but no authority to review the purchase of a single railroad.

DAVIS-BACON—The House Labor Standards Subcommittee is scheduled to begin action June 13 on labor-backed reform of the Davis-Bacon Act. The act requires that workers on federal construction be paid the local prevailing wage, which prevents contractors from slashing rates in order to win contracts with low bids. The labor-backed bill, H.R. 2901, would adjust the 1991 threshold levels to $50,000 for new construction projects and to $15,000 for repairs, reconstruction and rehabilitation. At the same time, the subcommittee will consider a bill that would gut Davis-Bacon by raising the limits to $250,000.

EXPORTS—The House maintained an AFL-CIO-supported ban on the export of Alaskan oil, voting to approve H.R. 4653, the Export Administration Amendments of 1990. With the nation's dependence on foreign oil nearing 50 percent, the export ban ''is of crucial importance. . . it makes little sense to sell this vital product overseas,'' McGlotten said.

To contact a member of Congress, write to: The Honorable (Senator or Representative's name), United States Senate (or House of Representatives), Washington, D.C. 20510 (Senate) or 20515 (House).

UAW delegates forge 1990 bargaining priorities

By Arlee C. Green

The UAW Collective Bargaining Convention established five priorities — job security, higher wages, maintenance of health care benefits, pension improvements and increased worker participation in decision making — for the union's 1990 negotiations with the Big Three automakers.

The 2,000 delegates approved more than 60 resolutions on issues to be bargained when the union and the automakers — General Motors, Ford and Chrysler — open negotiations in mid-July to replace contracts covering more than 350,000 workers, which expire Sept. 14.

At the two-day convention in Kansas City, Mo., UAW President Owen Bieber said the union's 1990 goal is ''nothing less than a new industrial compact — one that makes secure workers the centerpiece of progress for people and for communities and for corporations themselves.''

The main path to the companies achieving their top value, Bieber said, is for them to ''give union workers real power to build quality in a quality work environment that is largely self-regulated, compared to the way plants are managed today.''

Under such an environment, Bieber said, there would be dramatic productivity improvements ''that flow upward from workers' brains and insights, rather than flow downward in a high-pressure way from managers obsessed with time clocks.''

Bieber scored U.S. auto management for ''short-sighted, irresponsible behavior in the 1980s,'' but said he doesn't think this generation of auto executives ''wants to be recalled as the group that sent the industry down the tubes because they couldn't tell the difference between leadership and power.''

The ''era when corporations could claim to have all the answers and could act with contempt toward workers and consumers is coming to an end,'' Bieber said.

Job security is a top issue, since the union has seen 17,000 jobs evaporate in plant closings since the last contract, despite restrictive language on such closures.

Some delegates also called for the indexing of retiree benefits to the cost of living index. Faced with an aging workforce — average age 45 — the auto industry could help persuade some members to retire if the workers knew their benefits would be protected by COLA, they argued. Such a move could help the industry and open up jobs for younger members, they said.

The union said it would press for a reduced workweek without a reduction in pay and additional paid holidays. It also will seek further restrictions and higher pay for overtime, including a new program of compensatory time off in addition to premium pay.

Another resolution called for more worker input into product development. Bieber called for a management commitment to ''rebuilding market share with attractive products at attractive prices,'' a share that was reduced during the 1980s by competition from imports and transplants — foreign firms building vehicles in the United States.

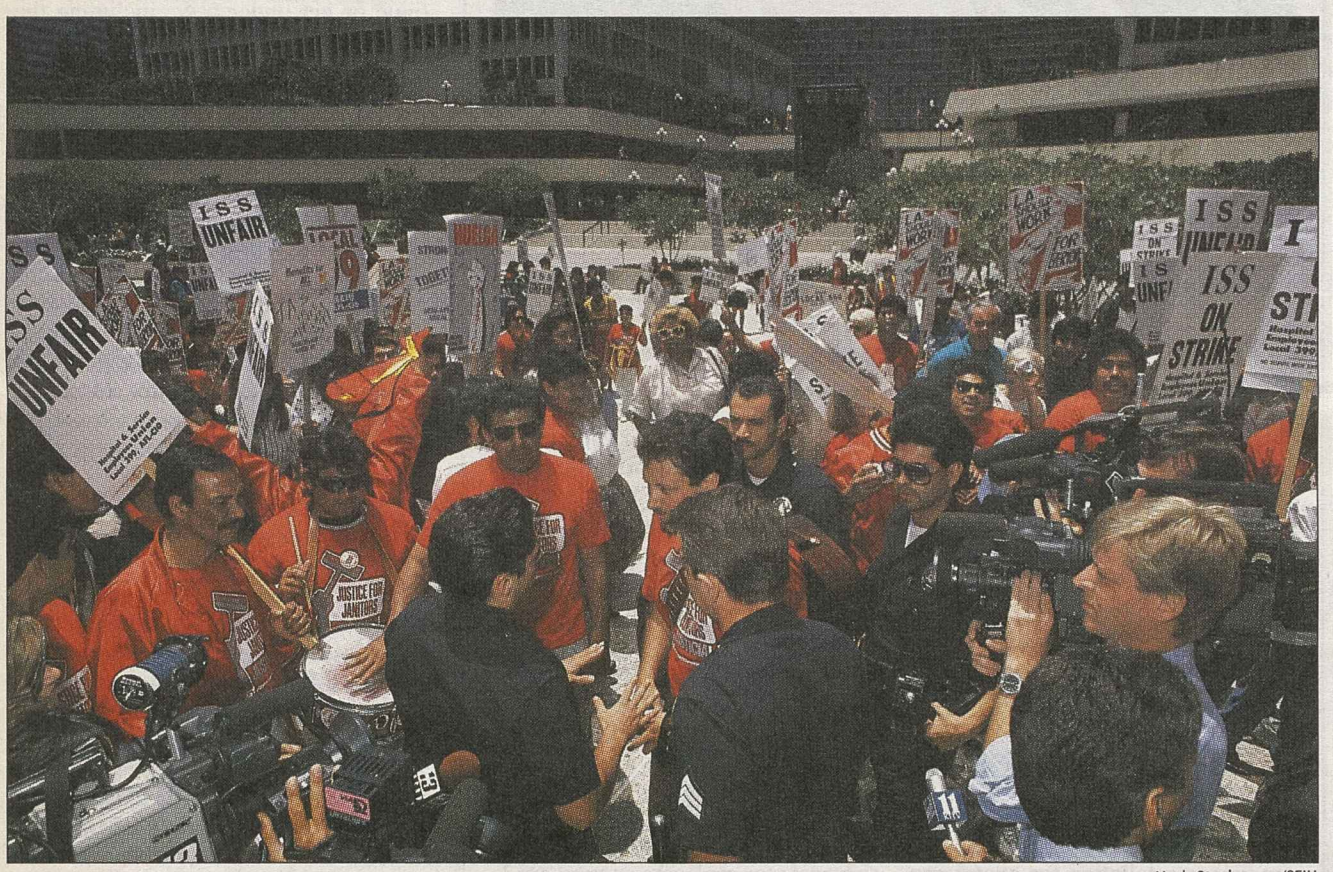
Largesse for Roger and us?

General Motors stockholders wove a golden parachute for GMC Chairman Roger Smith that will provide more than $1 million annually when he retires shortly from his $2.5-million-a-year job.

The Smith bonus is part of a $42-million annual package that shareholders approved for executive pensions. In defending the increase, GMC officials insisted they are the among the lowest 21 percent of overall U.S. executive pensions.

UAW President Owen Bieber, whose union will open new contract talks with the corporation later this year, voiced concern about GMC's meeting competition with ''competitive pensions for over 3,000 extremely well-compensated executives.''

Bieber suggested that ''in view of GMC's largesse to its executives, there will be no excuse for the corporation to be less than fully responsive to the needs of our older members and retirees.''



Mark Stephenson/SEIU

Several hundred Service Employees rally support for some 120 janitors on strike against International Service Systems Inc. in Los Angeles. SEIU Local 399 won a court order restraining security guards who attacked union organizers during a leafletting operation at the Century City office complex.

SEIU steps up fight for underpaid janitors

Sweeney: 'They work people like dogs and pay them $4.50 an hour'

Los Angeles

More than 120 janitors went on strike against a billion-dollar Danish-based cleaning company to protest management's use of illegal acts and unfair labor practices in a calculated effort to avoid unionization.

The walkout against International Service Systems Inc. began May 29, when 100 members of Service Employees Local 399 left their jobs at Century City, a glitzy downtown office center that houses the headquarters of some of the motion picture industry giants.

Two dozen more ISS janitors joined them on the picketline the following day, and 500 union supporters rallied on their behalf over the June 2-3 weekend, marching through the office buildings to rally public support for the strikers.

In support of the strike, SEIU has designated June 15 as a national ''trash-in'' day, urging supporters to send the contents of their office waste baskets to the chairman of JMB Realty Corp., 875 N. Michigan Ave., Chicago, Ill. 60611. SEIU also is planning a mass march by janitors and supporters through the Century City complex June 15.

The organizing drive among the Century City office cleaners began last year, as part of the SEIU's nationwide ''Justice for Janitors'' campaign that has been operating in California since 1987.

''Cleaning contractors think it's just fine to work people like dogs and pay them $4.50 an hour with no health insurance, no paid sick leave and no job security,'' said SEIU President John J. Sweeney. ''And the building owners — many of them supposedly progressive, civic-minded firms — condone actions by the contractors that have driven real janitorial wages in Los Angeles down to 45 percent of what they were in 1983.''

There are some ironies in the current strike.

ISS recognizes the SEIU in many cities, including in the San Francisco area, and JMB Realty, a highly profitable Chicago-based firm, uses union cleaning contractors in many other cities and enjoys a ''progressive'' reputation.

Yet ISS has committed more than 70 federal labor law violations against the largely Hispanic workforce trying to stay non-union in Los Angeles. The SEIU has filed numerous sexual harassment suits against ISS, as well as a wage-and hour lawsuit.

''JMB wouldn't dare allow their contractors to treat minority workers this way in Chicago,'' said Sweeney, ''and ISS would be pilloried if they did it in Denmark.''

INS backs off threat to deport striking nurses

Faced with a federal court suit brought by the Service Employees in connection with its strike against the nation's largest health maintenance organization, the Immigration and Naturalization Service abandoned plans to punish more than a hundred immigrant registered nurses involved in the dispute.

The SEIU challenged a January 1990 rule issued by the INS, which said that workers who participate in a strike while in this country are failing to ''maintain status'' and may be deported or lose the opportunity to apply for permanent resident status.

The INS was prepared to apply the ruling against the H-1 nurses — those who hold temporary visas permitting them to work in this country — because of their involvement in a strike by the SEIU's American Federation of Nurses Local 535 against Kaiser Permanente Health Plan in Los Angeles.

After the union filed suit against the INS, the U.S. Attorney's office produced written certification from the INS that the striking immigrant nurses were in compliance with immigration regulations.

SEIU President John J. Sweeney hailed the outcome of the lawsuit as ''a great decision, not just for our union but for all immigrant workers in this country.''

Sweeney said the union brought suit against the INS because they were being denied the opportunity to exercise their right to join with fellow workers in a strike, despite the fact that the National Labor Relations Act protects the rights of all workers to engage in work stoppages.

''We felt this was a totally unjustified infringement on these workers' rights and an unauthorized intrusion into a labor-management dispute.''

Some 900 SEIU registered nurses have been on strike at Kaiser's Los Angeles operations since May 13. The walkout was triggered by management's attempt to take away overtime pay. Kaiser also refused to relieve nurses from non-professional duties, to improve pensions or to lessen weekend work requirements.

Photo Features

AFL-CIO Vice President Lenore Miller, left, Fraternal Delegate, shares podium with CLC President Shirley Carr, who was re-elected for a third term. Miller is president of the Retail, Wholesale and Department Store Union.

Canada labor re-elects Carr, sets trade and political goals

Montreal, Quebec

The 2,500 delegates to the 18th constitutional convention of the Canadian Labor Congress affirmed their unity and determination to challenge the corporate agenda, defeat the Mulroney Conservative government and to elect New Democrats to Parliament.

Congress President Shirley Carr, who turned aside two challengers for the CLC leadership to be elected for a third term, appealed for "a strong united movement" to meet the challenge of a government spawning a climate of widespread economic uncertainty.

She warned of "growing intolerance, as reflected in disheartening and frequently alarming manifestations of racism, sexism, regional tensions and linguistic backlash, which has sown the seeds of a national malaise that is divisive and deeply disturbing.

Delegates rallied to the fight around resolutions condemning the federal government's introduction of the anti-worker Goods and Services Tax (a 7 percent national sales tax), its ruthless pursuit of deregulation and privatization and its reluctance to protect Canadian workers' interests in the aftermath of the U.S.-Canada Free Trade Agreement.

The GST debate saw microphones jammed as speakers called for defeat of the sales tax by coalition building and mobilization of the millions of Canadians who oppose it and support fairness in taxation.

An emotion-charged debate on privatization revealed thousands of jobs have been lost and entire communities have been jeopardized by the government selling off public assets at fire-sale prices. As a result, the CLC will work with affiliates to stave off privatization of Canada Post, health and educational services and Petro-Canada, a nationally owned oil company.

Canadian job losses resulting from the free trade deal have passed the 100,000 mark and the job drain continues unabated.

A response to the free trade issue and the host of other challenges facing Canadian workers was framed in a unique policy paper which was approved in principle by the delegates.

The paper will be debated at provincial and territorial federations, labor councils and affiliates before returning to the CLC Executive Council and then to the 1992 CLC Convention for final ratification.

In addition to President Carr, the other three senior CLC officers were re-elected by acclamation.

They are: Secretary-Treasurer Richard Mercier of the Food and Commercial Workers, and Executive Vice Presidents Dick Martin of the Steelworkers and Nancy Riche of the National Union of Provincial Government Employees.

Romania's elections tainted, AFL-CIO delegation reports

The recently concluded elections in Romania were badly tainted by the undemocratic political setting in which they occurred.

This is the main conclusion of a delegation of U.S. trade unionists from the AFL-CIO who visited Romania during the period of May 8-21. The delegation was in Romania to learn about and observe the functioning of the Romanian labor movement and its potential effect on a democratic society.

The presidential election was won by Jon Iliescu, a former supporter of the deposed Nicolae Ceausescu. His National Salvation Front also won a majority in parliament.

On election day, the delegation visited 30 polling places in order to form a comprehensive opinion about the election process in Romania, observing voting procedures, the closing of polls, the opening of ballot boxes, and in some cases the counting of votes.

The delegation came to the conclusion that election results in Romania were decided several weeks before election day.

Although the election was a step in the democratic development of Romania and some lively exhibits of free speech were observed during the campaign, the process was such that the newly elected government is of questionable legitimacy, the delegation members said.

The team members were: Heba El-Shazli-Beasley, Free Trade Union Institute, Washington; Steven A. Bieringer, AFL-CIO Region XI, Denver; Robert A. Allen, New York State United Teachers, Albany; Ruth Wattenberg, Teachers, Washington; Michael Lucas, Electrical Workers, Washington; Helen Toth, Postal Workers, Washington; Richard A. Boardman, West End Video Productions, and Mark Dysart and Richard Torres from the Transportation Communications Union, Washington.

Women workers suffer taxes most, study finds

By Gene Zack

Working mothers and single women bear a disproportionate share of total federal taxes, according to a study released by the Coalition of Labor Union Women.

Although the Tax Reform Act of 1986 gave a long-overdue break to women in the workforce, it was not enough to offset the crushing burden they shoulder in terms of consumer excise taxes and payroll taxes, the study said.

The study faulted Congress and the White House for providing tax cuts to the wealthy and then forcing women to bear the brunt of the lost revenue. "Whether through consumer excise taxes or payroll taxes, women have been forced to pick up the tab left behind by the rich," the study concluded.

"As long as excise and payroll taxes play a significant role in the federal tax system, women and the children in their households will continue to suffer economically and socially," said CLUW President Joyce Miller, a vice president of the Clothing and Textile Workers and a member of the AFL-CIO Executive Council.

"The Administration and Congress must recognize that women will not fully realize economic opportunity until federal tax policy treats them fairly," Miller said.

The study, "Women and Children First: An Analysis of Federal Tax Policy," showed that the regressive nature of federal consumer excise taxes and payroll taxes places an enormous burden on low- and middle-income families, particularly those headed by single women.

The first-of-its-kind study examined the impact of the total federal tax system on working women. As the pool of single women who are heads of households grows, there is an alarming increase in the number of children living in poverty, and current federal tax policy is only making this situation worse, Miller stressed.

Women represent almost two-thirds of all adults living in households with annual incomes below $10,000 and hold 60 percent of the minimum-wage jobs in the nation, the study noted. As a result, the poverty rate for female-headed households is five times greater than for families with both the husband and wife present.

Among all individuals in female-headed families, the poverty rate in 1987 was 33.6 percent. These working women are the ones especially burdened by regressive taxes, the study said.

Because of its reliance on excise and payroll levies, current federal policy makes those least able to afford it pay a larger share of their income in taxes, according to the study's co-authors — Arthur Lyons, director and president of the Center for Economic Policy Analysis, and Helene Colvin, vice president of The Strategy Group.

The study singled out excise taxes as the most unfair federal tax paid by women. Under the current structure, female-headed families pay up to 14 times as large a share of their income in excise taxes on gasoline, telephone service and tobacco products as does a family earning close to $100,000 a year.

The CLUW study sharply criticized proposals currently being advanced in some political quarters favoring a broad-based value-added tax — similar to one in use in nine European countries — as a means of reducing the federal budget deficit.

"Current studies demonstrate that if implemented in the United States at a rate of five percent," the analysis said, "a VAT would require poor families to pay 4.5 percent of their income in added taxes while the rich would pay little more than 1 percent of their income. Like the consumer excise tax, a VAT would be most unfair to women."

The research also found the payroll tax, or Social Security tax, is now the largest federal levy paid by three-quarters of Americans, and criticized it as "extremely regressive and particularly unfair to women."

The tax currently is levied on the first $51,300 of wages or salary, putting the maximum an individual pays each year at $3,924.45, whether that employee earns $60,000 a year as an accountant or $1 million as a corporate chief executive officer.

For families headed by women who derive all of their income from working wages with an average income of $15,327 a year, the payroll tax extracts a share of income that is nearly 80 percent larger than the share of income from a family earning more than $92,000, the study showed.

Although the federal tax structure was made less progressive by cutting back marginal taxes paid on the incomes of the wealthiest families in society, the analysis said, it is still more equitable to women than are the other forms of taxation they pay.

Under the 1986 tax reform legislation, it pointed out, the poorer segments of society were taken off the income tax rolls, and the adjustment in personal exemptions served as a pro-family measure by recognizing the differences among families with equal incomes and the same filing status, but differing abilities to pay because of the number of children in the family.

Despite these improvements, "there is still room to increase the progressivity of the income tax structure for middle-income families."

Although the recently enacted boost in the minimum wage and the pending Child Care Act and the Parental Leave Act are supportive of women, the analysis emphasized, America's working women will not achieve economic viability until federal tax policy treats them fairly.

"Only under a progressive tax structure such as the personal income tax can all women hope to raise themselves from the poorest segment of society," the CLUW-sponsored study said. "As long as regressive taxes like payroll taxes and consumer taxes are relied upon as revenue sources, women and the children in their households will continue to be economically repressed."

In making the study public, Miller urged that current deficit-cutting negotiations between Congress and the administration take into consideration "the tremendous hardships that regressive taxes impose on women" and to devise a system that will help working women "elevate their economic status and improve the quality of life of our nation's children."

CLUW is a national organization for union women striving to make organized labor and the general public more sensitive to the needs of working women and their families. It has 75 chapters across the nation and more than 200,000 members from 60-plus unions.

Worker rights must be factor in trade, Bush told

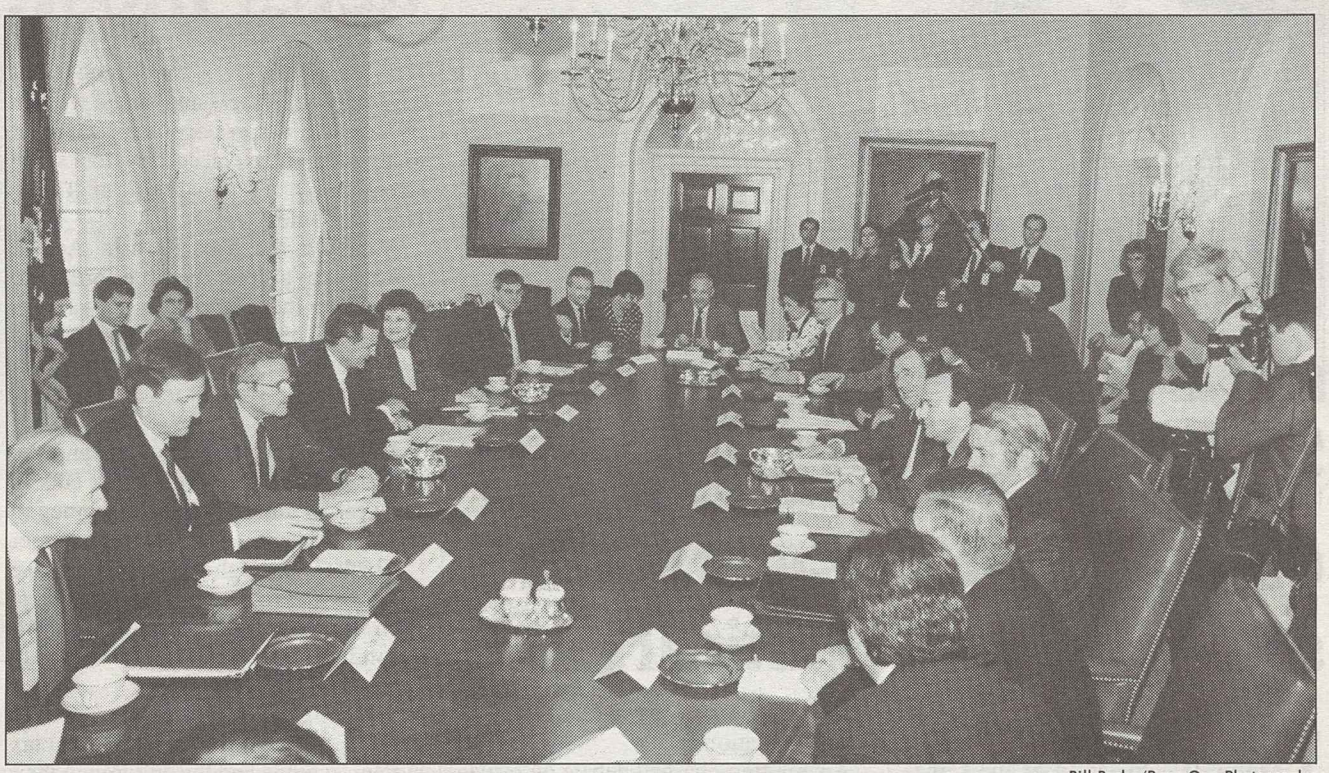
Continued from Page 1

getting the worker rights clause into U.S. trade law, and the government's Overseas Private Investment Corporation, which insures U.S. investment overseas, recently agreed to require compliance to such a standard for firms doing business in Eastern and Central Europe.

But Shirley Carr, head of the Canadian Labor Congress, reported her government and employer representatives chastised her for being inappropriately ''political'' when she raised the question at the International Labor Organization.

She urged the trade unionists to keep raising it in every forum — toward the international labor goal of getting such a standard into world trade agreements under the General Agreement on Trade and Tariffs.

The ongoing GATT negotiations, known as the ''Uruguay round,'' are scheduled to conclude in December 1990 in Brussels, and those talks are one of the targets of the Houston summit.



Bill Burke/Page One Photography

TUAC delegation meets with President Bush and administration officials at the White House.

The TUAC recommendations were presented to the cabinet ministers of OECD countries earlier.

Others in the delegation besides Kirkland, Carr and AFL-CIO Secretary-Treasurer Thomas R. Donahue were Bernard Mourgues and Roger Briesch of France, Rodney Bickerstaffe of Britain, Bruno Trentin, Sergio D'Antoni and Giorgio Benvenuto of Italy and Mitsuharu Warashina of Japan.

Also participating were representatives of three international labor bodies: John Evans of TUAC, Steve Pursey of the International Confederation of Free Trade Unions, Mathias Hinterscheid of the European Trade Union Confederation and Gilbert De Swert of the World Confederation of Labor.

In addition to its expression of growing environmental concern, TUAC noted working women's need for equal pay for work of equal value along with such social support services as child care.

The changes in East Central Europe and potential reduction in military spending were noted as special opportunities as well as a challenge to avoid exploitation.

''Defense industry workers, called upon to help fulfill important requirements, should not suffer the indignity of prolonged unemployment because their services are no longer required,'' the report said.

TUAC accused its governments of fighting inflation ''with the same instruments as a decade ago even though the causes are now much different'' and noted that high-interest rates actually drive up inflation. Reducing the volatility of world financial markets and channeling profits into productive investment were other major economic objectives.

''The growing interdependence of the Dynamic Asian Economies with OECD countries requires that they be brought fully into the multilateral system and share the economic and social obligations of this system, as well as gaining from the opportunities of access to international markets,'' the statement said.

The TUAC called on their own developed nations to meet a level of 0.7 percent of gross national product to aid the debt-ridden Third World, and ''increased assistance to East and Central Europe must not divert aid budgets.''

''There is a vicious circle of debt repayment preventing economic growth, but without growth debtor countries cannot repay their debts,'' the report said.

The report also noted that private investment will not do the trick because it depends on an inadequate infrastructure and the debt-ridden nations were urged to build domestic markets along with producing for export — a goal which requires increased worker buying power.

Better-paying jobs evaporate even as unemployment dips

By John R. Oravec

The nation lost 52,000 better-paying jobs in the goods-producing sector in May even as the jobless rate dipped to 5.3 percent from 5.4 percent in April. The drop in factory and construction employment was offset by the government's hiring of 145,000 more temporary workers for the 1990 Census.

The Bureau of Labor Statistics said its household survey showed a gain of 234,000 jobs over the month, boosting the civilian employment to 118.3 million. The BLS establishment survey showed a gain of 216,000 jobs in the lower-paying service sector.

But private industry payrolls were little changed from April when the loss of goods-producing jobs are factored in, the bureau said. Private economists had expected bigger job gains in May.

BLS said 6.7 million workers were unemployed last month, and just under 37 percent were drawing jobless benefits.

AFL-CIO chief economist Rudy Oswald noted that more than 12 million workers were affected by total or partial unemployment, including some 700,000 discouraged workers and 4.8 million others who are in part-time jobs because they can't find full-time jobs.

Manufacturing employment fell by 35,000 last month, with losses affecting workers in both the durable and nondurable goods industries, Oswald observed.

Since the post-recession peak of March 1989, he pointed out, 310,000 factory jobs have vanished. Industries hardest hit include electrical equipment, down 85,000 jobs; motor vehicles, down 55,000; apparel, down 50,000, fabricated metals, down 35,000, and textiles, down 25,000.

BLS said the goods-producing sector suffered job losses in seven of the last nine months.

Because of a continued weakness in the housing market, the construction industry added fewer jobs than usual in May, Oswald said. That resulted in a seasonally adjusted 20,000-job decline for the month. Since February, construction employment has fallen by 172,000 to 5.3 million.

BLS Commissioner Janet Norwood, citing the job losses in manufacturing and construction, said that ''the private sector has been stagnant for the past three months.

''Employment growth has been very slow, and what growth there has been was concentrated in very few industries,'' Norwood said. ''Still, relatively slow labor force expansion has served to minimize the impact on unemployment.''

BLS said the average workweek in May was unchanged at 34.6 hours. Average hourly earnings rose 4.1 percent over the year to $9.98, as did average weekly earnings to $344. But pay gains lagged behind inflation, with the consumer price index rising 4.5 percent in the last 12 months.

Productivity rises in manufacturing, slows in other sectors

Manufacturing productivity continued to rise sharply in the first three months of 1990, while growth slowed in other nonfarm business sectors, according to revised data from the Bureau of Labor Statistics.

Overall, U.S. business productivity edged up only 0.3 percent from the same quarter a year ago, BLS reported, compared with a 2.2-percent advance in manufacturing productivity.

The change from the fourth quarter of 1989 was far more volatile. Productivity in manufacturing rose 4.9 percent while it slipped 2.7 percent in nonform businesses.

Since 1980, nonfarm productivity growth has averaged 1.2 percent a year, slightly lower than the 1.3-percent average in the 1970s. And it is well below the 2.4-percent annual average of the 1950s and '60s, when American workers were savoring solid wage gains.

For most workers during the last decade, real compensation has not kept pace with productivity performance.

While manufacturing productivity rose 2.2 percent from the comparable 1989 first quarter, real hourly pay dropped 0.5 percent as wage gains of 4.7 percent were wiped out by an inflation rate of 5.2 percent.

In the durable goods sector, productivity increased 2.5 percent over the 1989 quarter. And although hourly pay rose 4.4 percent, real wages dropped 0.9 percent after adjustment for the rise in consumer prices, BLS noted. Unit labor costs rose 1.8 percent.

The nondurable goods sector posted a productivity gain of 2.1 percent in the first quarter. Hourly compensation rose 5.6 percent, but the real pay of workers fell 0.2 percent while unit labor costs rose 0.2 percent.

Among all nonfarm businesses, hourly compensation rose 5.3 percent, but workers ended up with no real pay gain after adjustment for first quarter inflation, the BLS data showed.

AFL-CIO economist William Cunningham traced the decline in real pay in the manufacturing sector to a lack of adequate wage adjustments, steeper inflation and the impact of the U.S. foreign trade deficit on manufacturers.

Cunningham said unfair trade barriers to U.S. goods, unfavorable exchange rates and the lax response of U.S. trade negotiators means that manufacturing workers fail to benefit from productivity gains.

Even while America began to run up huge trade deficits during the 1980s, Cunningham pointed out, U.S. productivity topped most industrialized countries, including Japan, West Germany, Britain, France and Italy.

CBTU maps major effort to assist black families

New Orleans, La.

Coalition of Black Trade Unionists President William Lucy challenged the group's 19th annual convention "to initiate a public action dialogue" on the economic needs of U.S. minority families.

Lucy, the secretary-treasurer of AFSCME, told the convention that the task is made more urgent by the fact "a third of America's future workforce will be non-white. African-Americans, Hispanics, other immigrant groups and women will make up 85 percent of the new job seekers in the 1990s.

"America cannot compete effectively in a global marketplace unless it trains, educates and employs the core of its future workforce — minority Americans," Lucy said.

The CBTU convention held a special workshop on the Black Family and Plight of the Black Male.

Lucy also told the May 25-27 convention of plans to use the upcoming visit to America of Nelson Mandela to renew support for black South Africans. "Now is not the time to relax economic sanctions against South Africa," he said.

In support of full freedom for South Africans, the 1,700 delegates endorsed a one-time national fund-raising effort for the African National Congress that Mandela heads, support for congressional and local designation of Nelson Mandela Week and creation by CBTU of a special annual award to honor Mandela with a scholarship or award in each local CBTU.

The CBTU convention also heard from New York City Mayor David N. Dinkins, Mine Workers President Rich Trumka, African National Congress representative Lindiwe Mabuza, AFL-CIO Executive Assistant to the President Ken Young and Barbara Reynolds, an editor at USA TODAY.

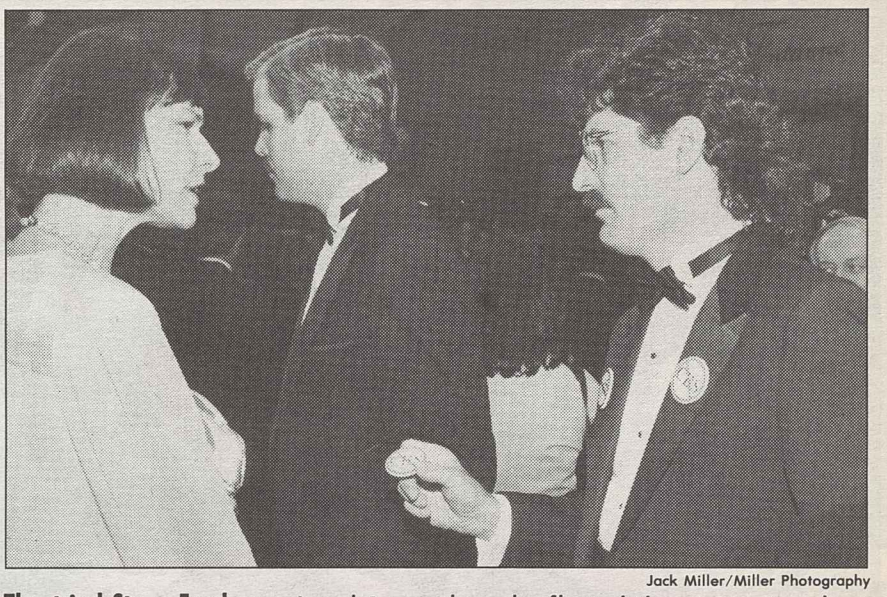
Young described the "week of silliness" in which the White House tried in May to dilute the Civil Rights Act of 1990. He praised both the civil rights and labor leaders who were called to the White House for sticking to their guns in "unanimous and strong support" of the bill, which he termed indispensable in restoring the damage the Supreme Court has done to the 1964 Civil Rights Act.

Young called for solidarity at the ballot box to "elect national, state and local public officials who, like Mayor Dinkins, will lead."

Dinkins revealed his plans for an urban summit in the fall of 1990 on conversion of military production to civilian uses. "Our enemies are no longer found in Prague, Warsaw and Leningrad," Dinkins said. "Today our enemies are attacking in New York, Detroit, Houston and Los Angeles. Our enemies aren't called communists, they are called crack and crime."

Before the convention, the CBTU's eighth annual Women's Conference heard from Little Rock City Director Lottie Shackleford and Dr. Julianne Malveaux, author of the forthcoming book, No Images: Contemporary Black Women in the Labor Force.

In tracing the prospects for black women workers in the 1990s, CBTU Women's Conference Coordinator Anita Patterson noted that "the American workplaces are neither color-blind nor gender-neutral."



Jack Miller/Miller Photography

Theatrical Stage Employees Local 1 members leafletted the stars attending the annual Tony Awards to let them know why 200 stagehands are on strike against CBS Inc., which televised the show. Actress Karen Akers of Broadway's "Grand Hotel" listens to Bo Metzler, who passed out buttons and fact cards that said, "Stagehands are Stars, Too."

Deukmejian message is hostile

Sacramento, Calif.

Workers in California don't need to read between the lines to get the real message Gov. George Deukmejian (R) issued after vetoing legislation requiring an annual proclamation declaring April 28 as Workers Memorial Day.

"His unarticulated message . . . is that workers are expendable if their losses advance commercial interests," said Sen. Herschel Rosenthal (D-Los Angeles) who introduced the bill on behalf of the California AFL-CIO to honor victims of the workplace. The bill, S.B. 1834, easily passed both houses of the legislature.

Deukmejian's veto message said that "it would be more appropriate to require . . . a Labor Day proclamation (that) could also recognize workers who have died or been injured on the job," and that to "designate a separate Workers Memorial Day would be confusing."

Rosenthal pointed to Deukmejian's past hostility to labor and worker safety in his dismantling of the Agricultural Labor Relations Board and Cal-OSHA, along with vetoes of prevailing wage and pay equity extension bills.

This veto, Rosenthal said, "sends a different, more ominous message to the labor movement because there is no cost to his traditional Republican constituencies imposed by declaring a Workers Memorial Day. The only apparent reason for this veto was to antagonize labor organizations which have worked hard to establish this important occasion."

Newsmakers

William A. Gill Jr., a past president of the Flight Engineers, has been named executive director of the National Mediation Board. Gill, who has served as assistant executive director since July 1988, succeeds Charles R. Barnes, who recently requested and was granted a return to his previous position as a regional head mediator. Gill joined the NMB in March 1986 after directing the Flight Engineers for 20 years.

John J. Sweeney, president of the Service Employees, has been elected to United Way of America's 37-member board of governors. Sweeney joins Communications Workers President **Morton Bahr,** who was elected a vice chairman of the board. The board helps to develop and implement strategies to assist the 2,300 United Way agencies throughout the country.

Byron Charlton has been named a legislative representative with the AFL-CIO Legislative Department, handling international affairs. Before joining the AFL-CIO, Charlton, 51, served as assistant to the executive director of the African American Labor Center, responsible for programs in eastern and southern Africa. He also served as the federation's representative to the ICFTU's southern Africa coordinating committee and the ILO's committee on apartheid. A native of Radford, Va., Charlton served as a staff representative and organizer for the Steelworkers.

Dale Larson retired from the AFL-CIO Department of Information May 31 after 21 years as the department's lead writer on texts and speeches. A Newspaper Guild activist in his native Minnesota, Larson, 61, was a headquarters staff writer for both the Guild and Machinists before joining the AFL-CIO staff in 1969.

St. Jude Children's Research Hospital in Memphis, Tenn., received a gift of $400,000 from the Hotel Employees and Restaurant Employees. The gift represents contributions made by HERE members during 1988 and 1989 through a payroll checkoff system. HERE President **Edward Hanley** said the contribution was presented to entertainer **Danny Thomas,** founder of St. Jude.

AWARDS

Marine Engineers President **C.E. (Gene) DeFries** has been named the 1990 recipient of the Admiral of the Ocean Sea Award. He will receive the award — a silver statuette of Christopher Columbus hand-crafted by an Italian artist and carried to the U.S. each year on an American ship — from the United Seamen's Service at a gala industry dinner-dance Sept. 14 in New York. The award honors persons or organizations in management, labor or government who have advanced the role of the U.S.-flag in ocean shipping and the American seafaring community. DeFries will share the evening's honors with a group of seafarers who will be recognized for heroism at sea.

Labor Secretary **Elizabeth Dole** was honored at the 10th annual Construction and Building Industry awards dinner for her efforts to improve safety for building trades workers. AFL-CIO Building and Construction Trades Department President **Robert A. Georgine** presented the award. The dinner, sponsored by the construction and industry division of the Cardinal's Committee of the Laity of the New York Archdiocese, is a major fund-raising event for Catholic charities in the New York area. Also honored was **Edward J. Malloy,** president of Steamfitters Local 638, who received the "Man of the Year" award.

Jerry King, chairman of the UAW Local 652 Community Services Committee in Lansing, Mich., has received the first Samuel Gompers National Labor Award by the American Red Cross. For the past 10 years, King has worked with the Red Cross and a General Motors layoff assistance group to provide food, furniture and housing for thousands of newly unemployed auto workers in Lansing.

DEATHS

Michael R. "Mushy" Callahan, senior vice president of the California AFL-CIO, was killed in an auto accident May 23 when he was returning home to Long Beach from the state federation's legislative conference in Sacramento. He was 76.

Callahan joined the Western Federation of Miners in 1928, later helped form Bartenders Local 686, serving as president from 1938-43. He held a variety of posts with Local 686 after World War II. From 1963-74, he was an organizer with the Hotel, Restaurant and Bartenders International Union, and later HERE. In 1974, he became assistant director of the state federation's COPE, retiring in 1987.

He is survived by his wife, Shirley, who has been a member of Culinary Local 340 for more than 50 years, and three children.

Charges dropped against officials for Pittston sit-in

Charges against AFL-CIO President Lane Kirkland, Secretary-Treasurer Thomas R. Donahue and 10 other elected union officers were dropped following a hearing June 4 in Virginia state court. The union leaders were arrested last August as they staged a sit-in at the county courthouse in support of striking Pittston Mine Workers.

Judge William Alexander of the Russell County General District Court dropped the charges after hearing from the 12 about their conduct since the Aug. 23 arrest for obstructing free passage at the courthouse.

UMWA members ratified a new contract and went back to work Feb. 20 after negotiations were revived in late 1989 with the appointment of a mediator by U.S. Secretary of Labor Elizabeth H. Dole.

In addition to Kirkland and Donahue, union officers appearing in court June 4 were James B. Booe of the Communications Workers, William H. Bywater of Electronic Workers, Henry A. Duffy of the Air Line Pilots, John Gannon of the Fire Fighters, George J. Kourpias of the Machinists, George Leitz of the Transport Workers, Leon Lynch of the Steelworkers, Gerald W. McEntee of AFSCME, John Sweeney of the Service Employees and Richard Trumka of the UMWA and four AFL-CIO staff members.

Other AFL-CIO Executive Council members and staff members who had appeared in court earlier also had charges dismissed.

Bill Burke/Page One Photography

President Joslyn Williams of the Washington area AFL-CIO distributes buttons at Tiananmen memorial observance.

Labor remembers Tiananmen

AFL-CIO union members joined Chinese organizations in commemorating last year's massacre of Chinese workers and students at Tiananmen Square.

"The labor movement reaffirms its solidarity with all Chinese citizens who long for freedom, democracy and a voice in their own future," said AFL-CIO President Lane Kirkland in a message read at demonstrations June 3 and 4 in San Francisco, Los Angeles, New York, Washington and Boston.

"It's high time that the Beijing government be held accountable for its contempt for basic human rights and for the brutalization of its own citizens," Kirkland said.

At a labor breakfast in New York, 150 union members heard from Lu Jinghua, who worked to organize a workers' radio station that broadcast from Tiananmen Square until the army tanks crushed demonstrators. Lu, who was smuggled out of China after the massacre, has been named to the Chinese government's "most wanted" list.

Following that session, union demonstrators led by Ladies' Garment Workers President Jay Mazur and city federation officials, marched to the Chinese consulate to deliver a letter from AFL-CIO President Lane Kirkland to Chinese Ambassador H.E. Li Luye. Mazur wedged the letter under the door after consulate staff refused to accept the letter.

Kirkland urged the Chinese government to release all prisoners, account for those who have been jailed since June 1989 and honor the conventions of the International Labor Organization that assure freedom of association.

Until the workers of China are free, the AFL-CIO will continue to call on the U.S. government to impose economic sanctions on China, he said.

Nearly 5,000 people — members of labor and Chinese democracy groups — gathered for a June 3 rally at San Francisco's Justin Herman Plaza. Among the speakers were Executive Secretary-Treasurer Jack Henning of the State AFL-CIO and state representatives.

The following day, more than 300 union members rallied outside the Chinese consulate in Los Angeles. Joining the group were Sun Rui Jun and Yueh Wu, workers who participated in last year's Tiananmen Square protests. Demonstrators presented petitions and a wreath at the consulate's door.

In Washington, demonstrators held a memorial rally on the steps of the Capitol, then placed a wreath across from the Chinese embassy.

AFL-CIO is set to help train Polish workers

By Gene Zack

Polish workers will come to this country to learn construction crafts under a program implemented by the AFL-CIO with funds provided by the Coca-Cola Co.

Coca-Cola will provide a $150,000 grant to fund scholarships for the Polish workers as part of a Labor Department technical assistance program that will prepare them for housing construction, public works and entrepreneurial activities.

Announcement of the program was made by Labor Secretary Elizabeth Dole, Coca-Cola Chairman and Chief Executive Officer Roberto C. Goizueta, Polish Labor Minister Jacek Kuron, and Iron Workers Vice President Raymond Robertson.

As part of the assistance program, the Labor Department, in conjunction with the AFL-CIO, will help Poland establish a modern crafts training facility just outside Warsaw. The facility will be outfitted with equipment contributed by U.S. construction and manufacturing firms, and staffed by trainers developed by the AFL-CIO Building and Construction Trades Department.

Polish craftworkers selected for the program will travel to this country for intensive instruction by American building tradesmen. Afterwards, both the Polish trainees and U.S. trainers will return to Poland to teach other Polish trainers and construction workers.

The program will be administered by a board of directors composed of representatives of Coca-Cola, the AFL-CIO, Poland's Solidarnosc and the Polish Ministers of Labor and Housing. The board will have sole responsibility for establishing procedures to identify program participants.

INSIDE

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JUNE 11, 1990

AFL-CIO NEWS

1 ***Labor leaders seek government action***

Union representatives from six industrialized countries told President Bush that governments should not abdicate their responsibilities to employers in the name of "free markets."

1 ***Promise of labor law broken by scab hires***

AFL-CIO Secretary-Treasurer Thomas R. Donahue tells a Senate panel that legislation is needed to prevent "a harsh injustice" against workers who exercise their labor rights.

2 ***Greyhound files for bankruptcy protection***

Greyhound's decision to file for bankruptcy protection leaves its employees, passengers and creditors stranded, the Amalgamated Transit Union declares.

4 ***UAW sets bargaining goals for 1990 talks***

The UAW's Collective Bargaining Convention sets bargaining priorities in preparation for this year's negotiations with the Big Three automakers.

5 ***Study finds women pay more in taxes***

Working mothers and single women pay a disproportionate share of total federal taxes, especially payroll and consumer taxes, the Coalition of Labor Union Women found.

6 ***May joblessness dips; 37% receive benefits***

Factory and construction jobs slipped in May while overall employment improved slightly with the hiring of 145,000 temporary workers collecting 1990 Census data.

UNION YES

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AFL-CIO NEWS

VOLUME 35, NUMBER 13 JUNE 25, 1990

Raymond Crowell/Page One Photography

Hundreds of union members on strike at Greyhound Lines Inc. march to a rally at Washington's Union Station. There, union and civil rights leaders stressed that the strike and boycott of Greyhound will not end until union workers return to work. Leading the march are civil rights leaders Jesse Jackson and Rosa Parks, center, with Amalgamated Transit Union President James La Sala, right, and an unidentified supporter, left.

Senate fails muster on Hatch reform

3 Republicans wilt under Bush pressure

By Mike Hall

Intense pressure from the White House swayed three Republican senators from their earlier support for Hatch Act reform, sinking a bid to override President Bush's veto, 65-35.

The Senate action means that more than three million federal and postal workers continue to be denied many of the basic constitutional rights most Americans take for granted. The vote, two short of the two-thirds necessary to override, gives Bush 12 consecutive wins on vetoes.

Except for the right to vote, federal and postal workers have been virtually disenfranchised under the restrictions of the 1939 Hatch Act. H.R. 20 would have lifted many of those restrictions.

"President Bush's strong-arm tactics to force senators to abandon their consciences and switch their votes to continue to deny millions of Americans political freedom places him in the same league as the world's most oppressive dictators," said Vincent R. Sombrotto, president of the Letter Carriers.

Postal Workers President Moe Biller said, "This is a sad chapter in APWU's long struggle for political freedom. I am extremely disappointed with the outcome of the Senate's vote. Obviously, White House arm-twisting has its effects."

The House vote, on June 20, maintained the strong bipartisan support displayed when the bill was first passed June 14. The 327-93 override vote included the majority of House Republicans.

However, the fight in the Senate the next day was expected to be tougher, even though the bill was identical to the

Continued on Page 2

Unions cope with defense layoffs

By John R. Oravec

As the Cold War winds down, the United States faces the challenge of converting defense industries and military support services to civilian use without causing severe job losses.

With cuts in the defense budget all but assured, AFL-CIO organizations have initiated efforts to assist workers facing layoffs.

But these short-term projects cannot replace comprehensive programs generated by needed federal legislation, as well as the commitment of government and industry to work with labor to facilitate the transition, the federation insists.

The Colorado AFL-CIO, working with state manpower officials and the federation's Human Resources Development Institute, has established a retraining program for hundreds of government workers whose jobs are being eliminated by military base shutdowns and for Steelworkers hit by CF&I steelmill layoffs in Pueblo.

The Colorado program, funded with state and federal grants, retrained and placed all 289 workers displaced at Fort Carson, reported Robert Greene, employment and training coordinator of the state AFL-CIO. The focus now is on assisting federal workers hit by reductions in force at the Pueblo Army Base, who are members of the AFGE and the SEIU's National Association of Government Employees.

The Public Employee Department also is working with the Government Employees and HRDI in setting up similar programs to aid workers displaced by defense cutbacks. They are focusing on the needs of nearly 8,000 federal workers who will lose their jobs by the end of 1995 with the closing of 86 military bases and the partial shutdown of five other facilities.

But more layoffs could come with additional base closings stemming from deeper defense budget cutbacks, the PED noted.

Last week, Defense Secretary Dick Cheney outlined a plan to reduce the nation's armed forces by one quarter over the next five years, a move that would affect numerous civilian workers. An estimated 40,000 job reductions of the Pentagon's 1.07 million civilian staff are coming from a hiring freeze that Cheney imposed five months ago.

Workers in all occupational sectors are threatened by the rippling impact of Defense Department cutbacks. Those feeling the sting of the reductions won't just be factory workers in heavy manufacturing or government employees at closed military bases.

Also affected will be construction

Continued on Page 4

Much is at stake as November election battles loom

By Michael Byrne

Organized labor is lining up support for candidates around the country this summer, pointing toward elections in November that will determine the political makeup of the U.S. House and Senate, and control of congressional redistricting in key state races.

"There's a lot at stake, with the legislative redistricting coming up next year," said John Perkins, director of the federation's Committee on Political Education. "In the 36 gubernatorial races this year, as many as 10 are tossups. We're facing tough races in 16 targeted states."

Perkins is closely watching governor's races in the Sunbelt growth states of California, Texas and Florida. Through population shifts, California stands to gain seven seats while Texas will gain three or four and Florida three.

Former San Francisco Mayor Diane Feinstein, a labor-backed Democrat, is running neck-and-neck with Republican Sen. Pete Wilson for governor of California. In Texas, polls show Democrat Ann Richards running behind Republican Clayton Williams. And in Florida, several strong Democratic challengers fight it out in the Sept. 4 primary for the right to square off against Republican Gov. Bob Martinez.

"We think either former U.S. Sen. Lawton Chiles or Rep. Bill Nelson can defeat Martinez in Florida," Perkins said. Republican governors are also

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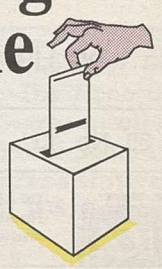
Getting out the vote



See page 6

Layoffs raise more concerns at Daily News

The New York Daily News has laid off 66 workers in recent weeks, heightening concern about union-busting among its 3,000 employees, whose unions are bargaining for new contracts. The unions are members of the Allied Printing Trades Council of Greater New York.

Thus far, 14 Electrical Workers, 17 Machinists, 21 photoengravers of the Graphic Communications Union and 14 Newpaper Guild members have been laid off, but News management denies its actions are related to bargaining.

The printing trades council said bargaining is continuing, but declared that management is not bargaining in earnest to replace the previous contracts, which expired March 30. Those agreements were extended on a day-to-day basis until the News terminated them in mid-April.

An unidentified senior News executive has been quoted as predicting the News would bargain until June, then declare an impasse and impose its own contract terms.

The AFL-CIO Strategic Approaches Committee is assisting the unions in a corporate campaign against the Daily News, which is owned by the Chicago-based Tribune Co. As part of the campaign, AFL-CIO staff members have met with representatives of the Television and Radio Artists, which have expired contracts with Tribune-owned television stations. Paperworkers at the Tribune's Canadian paper mills also have pledged their support, Council President George McDonald said.

McDonald also met with the New York congressional delegation to discuss the progress of contract talks. He explained how the Tribune Co. is trying to destroy the unions and stressed the importance of the anti-strikebreaker legislation currently before Congress.

Meanwhile, thousands of New Yorkers signed petitions pledging to boycott the Daily News if such an action becomes necessary. The pledge drive was kicked off at the Queens Fest '90 fair and will continue, the council said.

In a show of solidarity, News employees began wearing buttons that proclaimed they are "Working to Save the Daily News." The message is printed on a button that replicates the News' front page, with the flag reading "Real News" in place of Daily News.

Miller Photography

Council President George McDonald, head of Mailers Local 6, puts a "Working to Save the Daily News" pin on Freda Gibson, a classified ad employee and Newspaper Guild Local 3 shop steward, as Arthur Delanni, vice president of CWA Typographical Local 6 and Tom Pennacchio, secretary-treasurer of TNG Local 3 look on.

Veto override falls short on Hatch reforms

Continued from Page 1

version approved by the Senate May 10 by a 67-30 edge. But the administration had a week to lobby and twist arms of the 13 Republicans who had strayed from the party fold in support of Hatch Act reform.

The senators who could not resist the White House pressure — Alfonse D'Amato (R-N.Y.), Pete Domenici (R-N.M.) and Trent Lott (R-Miss.) — were blasted by John N. Sturdivant, president of the Government Employees.

"While politicians across this country are busy wrapping themselves in the flag, Sens. D'Amato, Domenici and Lott turned their backs on all that the flag represents by denying even the most fundamental political rights, privileges and responsibilities to more than three million government workers in every state, city and town in America," Sturdivant said.

The three had voted for the bill when it passed the Senate May 10 and Lott had publicly committed to support the override. Two senators who were absent for the first vote sided with the president and another who had not been sworn in at the time voted to override.

"They voted their conscience on May 10 and a little more than a month later they voted on the identical piece of legislation and let down three million dedicated federal employees," said AFL-CIO Legislative Director Robert M. McGlotten. "The White House pressure must have been too much to bear."

Backers of the legislation noted that, while many of the restrictions in the Hatch Act may have been needed at the time of passage to protect federal employees from political abuse and coercion, employees are now protected under changes in the law and an increase in union representation.

Vowing that postal and federal employees will never accept second-class citizenship, Sombrotto said, "We will begin immediately to draft new legislation, recharge our forces and refine our strategy. We will win — if not in 1990, then in 1991, or 1992, or 1993, or whenever. We will fight for as long as it takes."

Ironically, Hatch Act restrictions do not apply to presidential appointees, cabinet members or White House employees. Immediately following the failed override bid, Sen. David Pryor (D-Ark.) introduced a bill to extend the restrictions to those groups.

L.A. police bash janitors 'Trash-In' march

Los Angeles

"These cops just wanted to hit us," said AFL-CIO Regional Director David Sickler, telling how on June 15 nearly 100 baton-swinging police officers clubbed demonstrators marching in support of janitors on strike against International Service Systems.

AFL-CIO President Lane Kirkland sent a telegram to Mayor Tom Bradley protesting the "unwarranted attack by club-wielding police" on the marchers. Bradley ordered the Los Angeles Police Commission to investigate the incident after he met with labor and police officials June 18.

The janitors, who are being organized by the Service Employees Local 399, were marching to the Century City offices where they worked before they went on strike May 30. The march was part the SEIU's Justice for Janitors campaign.

Besides the march, SEIU had designated June 15 as "Trash-In" day, urging union members to mail trash to the Chicago-based JMB Realty Corp., which manages many Century City buildings and hired ISS as its cleaning contractor.

Event organizers had prior L.A. Police Department approval of the march route, but police reneged on a promise not to interfere, stopping the marchers in mid-route without explanation. Some sat down expecting to be arrested, but they were beaten instead. Dozens were struck, 16 injured and 40 arrested.

Sickler said that when the marchers turned right onto Century City East Boulevard, those "immediately in front of me were blocked by a wall of riot-helmeted police.

"In all my years in Los Angeles and of the hundreds of demonstrations, strikes, rallies and sit-ins I have participated in, I have never watched a more vicious and brutal attack on people," Sickler said.

SEIU consultant Ray Abernathy said he was thrown to the ground three times by police as he attempted to "go limp" to be arrested. "Every time I went limp, I was jerked up or pushed down," he said.

State Board of Equalization member Conway Collis, who was injured in the march, said, "You can bet if these weren't janitors, if they were some kind of white-collar workers, (police) would have allowed them to continue."

When the marchers met the line of police, a police supervisor declared over a loud speaker that the march was an illegal assembly and that failure to disperse would result in arrest.

Police then surrounded the marchers on two sides, but made no attempt to arrest demonstrators, according to the Los Angeles Times. "Instead they briefly attempted to prod the demonstrators to leave by shoving them, and then hitting them, with batons."

"At one point," said the Times, "several officers ignored calls from supervisors to stop charging the demonstrators. Three officers were pulled out of the center of the line and sent to the edge by a supervisor."

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LEGISLATION

Bush pressed to sign family leave

By Candice Johnson

Family and medical leave legislation is headed for a White House showdown after the Senate adopted the House version of the bill by a voice vote on June 14.

The bill, H.R. 770, would allow workers at firms employing 50 or more persons to take up to 12 weeks' unpaid leave for the birth or adoption of a child, or during the serious illness of the employee or immediate family members, without fear of losing their jobs.

Federal workers would receive up to 18 weeks of family leave every two years and 26 weeks of medical year over one year. Pre-existing health insurance coverage for public and private sector workers would be maintained during the leave.

The bill is expected to be sent to President Bush the week of June 25. Bush then has 10 days to sign or veto the legislation.

The Bush administration strongly opposes the bill and has indicated that the president will veto the measure. The administration claims to support the principle of family leave but considers the legislation government instrusion in the workplace.

But that position is in sharp contrast to the view held by many Republican members of Congress, including Rep. Marge Roukema (R-N.J.), chief cosponsor of the bipartisan compromise bill passed by the House May 10 by a 237-187 margin. Roukema and other Republican supporters of parental leave have requested a meeting with Bush to convince him of the need to sign the bill.

More than 78 million private sector workers would be covered by the bill, even with the exemption for companies employing fewer than 50 employees, the Family and Medical Leave Act Coalition said.

The coalition is urging workers and their families to contact the White House and let President Bush know of the strong support for family and medical leave.

A November 1989 opinion poll by the Gallup Organization and the Employee Benefit Research Institute found widespread support among American voters for family leave, with 81 percent of those surveyed endorsing the concept.

More than three-quarters also agreed that employers should continue to provide health benefits during the leave, although about half of the respondents feared that taking a leave would damage their chances for promotion.

The United States and South Africa are alone among industrialized countries in failing to provide family leave. Currently, 20 states provide some protection for workers who must be temporarily off the job for family or personal medical reasons.

Strikebreakers seen as threat to law's intent

Labor witnesses back legislation

By Mike Hall

Greyhound is the latest in a growing list of companies that, "armed with the right to hire permanent replacements," purposely engineer bargaining strategies to force strikes, Congress was told.

Ed Strait, president of the Amalgamated Transit Union's Council of Greyhound's Local Unions testified before the House Labor-Management Subcommittee:

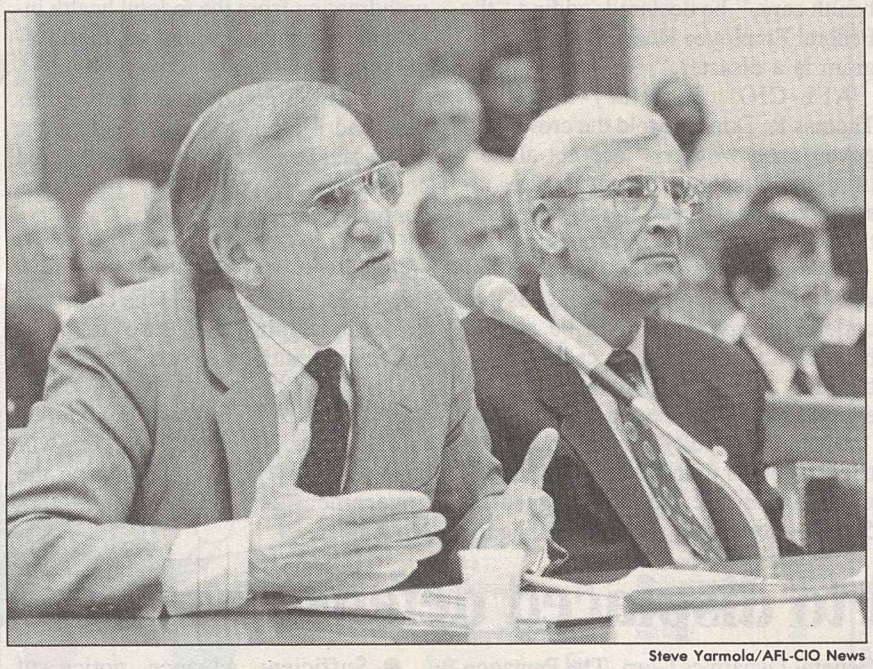
"As far as our members are concerned, being fired or being permanently replaced for choosing to strike, amounts to the same thing — a career destroyed, financial ruin and untold personal hardships."

AFL-CIO Secretary-Treasurer Thomas R. Donahue, USWA President Lynn Williams, Teamsters and UFCW local officials and several labor experts urged the panel to act quickly on a bill, H.R. 3936, which would ban the use of permanent replacements during economic strikes.

Subcommittee Chairman Rep. William L. Clay (D-Mo.) called the bill "one of the most important" pieces of legislation in many years.

"There is currently no right to strike in this country. American workers find that all too frequently the result of exercising the fundamental right to strike is to lose their job. The bill . . . re-establishes the right of working men and women to withhold their labor during a labor dispute without facing loss of their job," Clay said.

Witnesses said a 1938 Supreme Court ruling, NLRB v. Mackay, which established a "permanent strike replacement" doctrine, said altered Congress' intent of the National Labor Relations and Railway Labor acts, both of which outlaw the discharge of workers who engage in a strike.



Steve Yarmola/AFL-CIO News

Steelworkers President Lynn Williams testifies before the House Labor-Management Subcommittee. At right is USWA District 7 Director John Reck.

"The right to strike was the keystone of this legislative program," Williams testified. "If employees do not have a meaningful strike threat, the NLRA does not work, and there is no incentive on the employer to make concessions or reach an agreement."

Donahue, who testified earlier in favor of a companion Senate bill (S. 2112), told the subcommittee that it is "a rare event today" when a company does not threaten to hire permanent replacements during bargaining talks.

A General Accounting Office study bolstered the contentions of union witnesses that the threat alone of permanent replacements intimidates workers from striking and that more and more employers are using permanent replacements.

The study showed that the number of strikes dropped by more than 50 percent in the 1980s compared to the previous decade. It also noted that employers used the threat of scabs in about 25 percent of negotiations and actually hired permanent replacements 15 percent of the time.

The increase in the use of replacement workers coincides with the large number of company takeovers in the past decade. Sean Harrington, president of UFCW Local 1439 in Spokane, Wash., told the panel how new ownership undercut workers in five drugstores, which had been under UFCW contracts for 25 years.

The new owners, a subsidiary of K Mart Co., told employees that they had no intention of operating with a union and "in fact, would break the union," Harrington said.

The company engaged in "surface bargaining," demanding massive concessions, Harrington said. The workers rejected the proposal and voted to strike. After a warning by the company a month into the strike, the workers were permanently replaced.

"In June of 1988, the permanent replacements and returning strikers began filing individual decertification petitions at the struck stores," Harrington said. "The almost predictable pattern of conduct geared to destroy collective bargaining continued. On July 22, 1988, the union was decertified by the permanent replacements and the strike had to be legally discontinued."

Testimony on strikebreaker legislation by labor witnesses before the Senate Labor Subcommittee is available from the AFL-CIO Publications and Materials Office, Room 209, 815 16th St., N.W., Washington, D.C. 20006.

Capitol Digest

The deaths of hundreds of Chinese labor leaders and workers and the 10 million-strong labor camp workforce makes President George Bush's decision to provide Most Favored Nation trade benefits to the People's Republic of China "a grave moral and political error," said CWA President Morton Bahr.

The AFL-CIO asked Congress for legislative action which would remove China from the list. Bahr, co-chairman of Federation's Task Force on China said Bush's action "shouts to the world, and to the Chinese leadership in particular, that the United States will continue 'business as usual' despite the existence of a brutally repressive regime."

In other action on Capitol Hill:

AMTRAK — The Senate failed to override a presidential veto of the Amtrak reauthorization bill. The vote fell short 64-36. Earlier the House voted 294-123 to override, which was supported by the AFL-CIO.

AUTO PARTS — Under U.S. law, foreign auto parts manufactures can simply "steal the design" of an American company, produce the parts and export them to the U.S. for use in repair and replacement. The AFL-CIO is backing a bill, (H.R. 3107) which would outlaw this piracy of parts and protect the jobs of thousands of American autoworkers. Most auto-producing countries have similar laws.

CONSTRUCTION SAFETY — Another round of House hearings is under way on a bill to improve safety standards and practices at construction sites, where an average of 2,500 workers a year die. H.R. 4652 and S. 930, supported by the AFL-CIO, have received bipartisan backing.

DAVIS-BACON — The House Labor Standards Subcommittee marked up an AFL-CIO-backed bill that would reform the Davis-Bacon Act. The Act ensures that workers on federal construction projects are paid the local prevailing wage. H.R. 2901 next goes to a full committee hearing.

TEXTILES — A coalition of labor and industry held a series of meetings with House members to urge them to support the Textile, Apparel and Footwear Act of 1990, which would grant some import relief for American workers in those industries, about 2 million. Representatives from the ACTWU an the ILGWU took part in the meetings.

RECESS — The House and Senate will adjourn June 29 for the July 4 holiday, reconvening July 10.

To contact a member of Congress, write to: The Honorable (Senator or Representative's name), United States Senate (or House of Representatives), Washington, D.C. 20510 (Senate) or 20515 (House).

Steve Yarmola/AFL-CIO News

Government Employees President John Sturdivant carries a bag full of petitions calling for health care reform as he leads union members on a march to the Executive Office Building near the White House.

AFGE rallies for health care reform

By Candice Johnson

Federal workers rallied across from the White House to draw attention to the ''fatal flaws'' of the government's federal health insurance program.

More than 1,200 AFGE members, in Washington for the union's legislative conference, called for reforms of the health insurance plan to lower costs and premiums for government employees.

''The Federal Employees Health Benefits Program is a fatally flawed health insurance plan which is more expensive and less generous to government employees than the average health benefit plan offered to workers in the private sector,'' AFGE President John Sturdivant said.

AFGE is working for major overhaul of the program ''so that comprehensive health insurance coverage will be available to all government workers and retirees at a reasonable cost,'' he added.

''We're here to send a message to the administration — no more cuts in health care,'' he declared, adding ''the Federal Employee Health Benefits Program is a disaster.''

AFL-CIO Secretary-Treasurer Thomas R. Donahue told the crowd that government workers ''are not alone'' in their fight for decent health insurance, fair pay and the right to participate in the political process.

''We will not stand by while federal workers are segregated out as an underclass, as a group to be abused because a few politicians cashed in on blaming the federal government for everything,'' he stressed.

During the rally, union marchers tried to deliver to the Office of Management and Budget petitions signed by 50,000 government workers, calling for decent health care coverage. They were turned away by building guards.

Sturdivant announced that AFGE was withdrawing from the federal health insurance system and would no longer offer a health benefits plan.

The AFGE could have continued its plan had it agreed to cut benefits, the union said, but because the plan offered comprehensive coverage, premiums continued to skyrocket.

Instead, AFGE will continue to advocate a reformed federal health system that gives, ''for a reasonable cost, true protection against the risk of financial ruin from health care costs,'' he added.

Coverage for federal employees insured by the AFGE plan will continue through Dec. 31. Those workers will have to choose a new plan during the government's ''open season'' in November.

Unions spur aid to displaced defense workers

Continued from Page 1

workers, clerical workers, hospital technicians, sales clerks, day care center workers, bank tellers and many others.

A fallout of the defense cutbacks stunned Machinists in southern California in early May when they learned in news reports that Lockheed Corp. would eliminate as many as 4,500 jobs at plants in Palmdale, Rye Canyon and Burbank.

IAM District 727 is setting up ''lifeline'' assistance programs to ease the impact of layoffs on the Lockheed workers. The Machinists are working with the Los Angeles County AFL-CIO in forming a labor-management committee involving Lockheed officials to spur state and federal funding of job training and placement programs.

McDonnell Douglas Corp., the largest U.S. defense contractor, has outlined plans to lay off a ''substantial'' number of its 130,000 workers. Some reports put the jobs cutback at 10 percent of the company's workforce.

In early June, Texas Instruments announced it would eliminate 1,000 of 22,000 jobs in its military systems division.

The fallout of these and other cutbacks will affect thousands of smaller defense subcontractors who are dependent on military orders, such as components for the M-1 tank produced by General Dynamics Corp. The Pentagon is considering a shutdown of the M-1 program.

In mid-June, Cheney extended a freeze on $7 billion worth of new military construction and called for further study of the possible cancellation of 207 projects, worth $1.2 billion, that had been approved by Congress.

Defense Department construction projects identified for possible elimination would affect a wide sweep of bases in the United States — mostly dining facilities, child care centers, base housing improvements, warehouses and weapons ranges.

Labor has long voiced concerns over the pending problems of economic conversion. It had supported legislation first introduced in Congress in the early 1980s that called for comprehensive planning and assistance in meeting the social and economic needs of the conversion process.

In February, the AFL-CIO Executive Council called on Congress to enact economic conversion legislation that would provide for:

- A national commission in which labor, industry and government jointly plan and coordinate conversion-related activities.
- Community committees in defense dependent areas, where labor, management and local leaders can work together to develop conversion plans.
- Sufficient advance notice of defense procurement cancellations and cutbacks to allow time to develop alternative use plans.
- Appropriate funds to facilitate the planning process.

The legislation should include incentives, technical assistance, grants and loans to businesses for the conversion, the council said.

For displaced workers, it called for special unemployment benefits, retraining programs and adequate health insurance protection.

House Democratic leaders have unveiled a compromise economic conversion package that would take $100 million out of the defense budget to fund extended unemployment benefits and retraining for the hundreds of thousands of displaced workers. Another $100 would be used to help affected communities develop nonmilitary enterprises.

The proposal, outlined by House Majority Leader Richard A. Gephardt (D-Mo.), comprises earlier bills introduced by Reps. Mary Rose Oakar (D-Ohio) and Paul E. Kanjarski (D-Pa.). The package, however, falls short of meeting labor's needs for adequate jobless benefits.

A number of Senate Democrats joined in endorsing the House proposal. A Senate version of the package is expected later this summer.

Court: LTV has liability for pensions

By Arlee C. Green

The Supreme Court ruled that the Pension Benefit Guaranty Corp. can require the LTV Corp. to reassume liability of three pension plans the company stopped funding in 1987, shortly after it had filed for bankruptcy.

The plans cover more than 100,000 retired and active workers, 59,000 of whom are members of the Steelworkers.

The PBGC, which insures the nation's private plans, hailed the decision as a win for all workers. ''PBGC's victory will help discourage unwarranted termination of pension plans and encourage better funding of pensions,'' said Labor Secretary Elizabeth Dole.

The Steelworkers said it was ''studying the implications'' of the decision and USWA President Lynn R. Williams pledged the union will do ''everything we can to assure (the retirees) continue to receive their benefits.''

LTV Corp. filed for a Chapter 11 bankruptcy in 1986, in part because its three pension plans were underfunded by $2.3 billion. In January 1987, the PBGC terminated the plans over the objections of the Steelworkers.

The USWA then negotiated a new, supplemental pension arrangement with LTV with the company agreeing to make up a large portion of the difference between the benefits paid under the former plans and those being paid by the government.

The PBGC called the arrangement an ''abusive follow-on plan.'' Such plans effectively reinstitute the old benefits after having shifted liabilities to the agency.

In September 1987, the PBGC said the company had improved financially and restored the pensions to LTV. The company challenged the order and a lower court ruled the PBGC exceeded its authority. An appellate court held the agency had the authority, but used it in a way Congress has not intended.

Justice Harry A. Blackmun, writing for the 8-1 majority, found the PBGC's policy ''eminently reasonable'' and said ''the judgments about the way the real world works that have gone into the PBGC's anti-follow-on policy are precisely the kind that agencies are better equipped to make than are the courts.''

Five of LTV's major competitors — Armco, Bethlehem Steel Corp., Inland Steel Industries, National Steel Corp. and USX Corp. — had filed a joint brief alleging that LTV enjoyed a ''sizable competitive edge'' by shifting its pension costs to the PBGC, a cost advantage estimated at $20 per ton of steel produced.

LTV, in a statement issued after the decision, said, ''We still cannot afford the plans. It will be the company's objective to continue to seek a resolution which recognizes this fact.''

The Steelworkers said it has made no judgment on LTV's ability or inability to resume support for the plans, but expressed concern that ''a company in dire financial straits, forced to resume responsibility for the original plan, could be led into involuntary liquidation.''

The union stressed that it ''must have the right to negotiate successor pension plans in cases where employers terminate existing plans'' after satisfying all legal requirements surrounding termination.

Institute training new generation of organizers

By Candice Johnson

After eight months of operation, the AFL-CIO Organizing Institute is set to graduate its first class of organizers.

A coalition of five unions — AFSCME, Clothing and Textile Workers, Food and Commercial Workers, Service Employees and Steelworkers — forms the core of the program, providing opportunities for participants to learn the union organizing trade, primarily through field work with experienced organizers.

"We hope to train organizers who can lead campaigns, teach winning methods and provide unions with a whole new generation of successful organizers," institute director Richard Bensinger said.

For those accepted into the program — based on an application, hour-long interview and references — the first test is a three-day classroom training session held at the George Meany Center or the Headlands Institute in Sausalito, Calif.

Participants are recruited from unions, universities, community and civil rights programs and political organizations.

The institute is also running recruitment and training program for volunteer organizers, with the first session — attended by 90 union members — sponsored by USWA District 38 in Knoxville, Tenn.

Trainees come prepared for testing and training in basic organizing concepts and are evaluated by teaching fellows from five unions and institute staff. Following that session, those chosen to continue the program serve internships lasting from 3 to 6 weeks.

Under the direction of the lead organizer, interns make house calls, canvass company patterns and learn how to assess and develop the organizing campaign. Long days and long weeks mark this period, with interns submitting reports on the strengths and weaknesses of the campaign — and of their own progress.

Interns are asked to outline "new or interesting things" they learned about union organizing that week, to explain a mistake or incorrect assumption they had made, to assess the company's campaign and to offer their thoughts "about the life of an organizer."

One intern working on a hospital organizing campaign wrote that as an organizer one would meet "the cream of America. . . people willing to put all other things aside to have a say in their workplace and belong to a union."

In the Tidewater region of Virginia, the institute's 12 newest interns are working on a UFCW Local 400 organizing drive among nearly 8,000 food store workers in the region's three largest cities — Virginia Beach, Norfolk and Newport News.

During the first month of the campaign, organizers worked openly inside grocery stores and employee lunchrooms, until management called in local police to make arrests for trespassing.

The campaign may be especially difficult in Virginia, where employers often are able to get official help with their efforts to keep out unions — such as state police support provided to Pittston Coal Co. during the 10-month Mine Workers' strike.

UFCW Local 400 organizing director Mike Christy expressed some surprise at the extensive media coverage — and straightforward reporting — of the organizing effort. "Television stayed on the story at length," reporting that Jesse Jackson's son, Yusef, had volunteered on the campaign.

The news media also has helped spread the word that grocery store wages in the Tidewater area are about $2 an hour below those in nearby Richmond, Christy added.

Other interns have been assigned to campaigns organizing hospitals, garment and textile plants and retail stores.

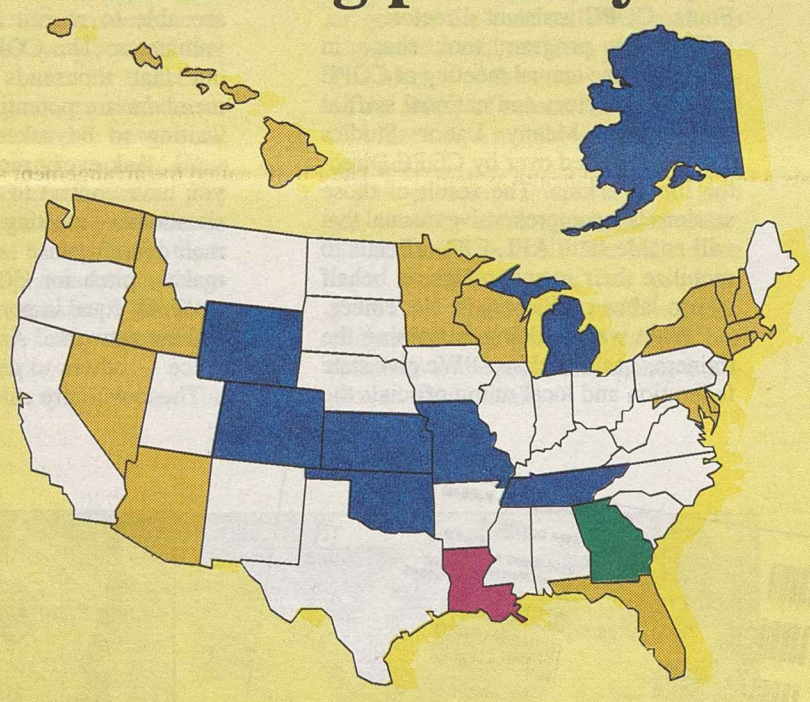
Interns also are evaluated on their organizing skills — the ability to inspire or motivate workers, or to accurately assess a campaign — and these evaluations are used to determine placement in the next stage, a paid apprenticeship with a host union.

Working closely with the lead organizer, apprentices are given room and opportunity to develop leadership skills and to learn campaign strategy, generally working over a 6-12 week period.

The program's graduates-to-be are completing apprenticeships, or are waiting for placement with their sponsoring union, or others. The hard work that got them to this point was reflected in a profile of one of the candidates, Katie Gohn of State, College, Pa., which appeared in a recent issue of the Philadelphia Inquirer.

Gohn, a former secretary at Penn State University who helped the USWA in its on-going organizing drive there, has worked with ACTWU in North Carolina, joined an SEIU campaign at Brown University, then apprenticed with SEIU in Kansas City, organizing insurance claims processors at Kemper Service Co.

Remaining primary elections



July

State	Day
Georgia	17

August

State	Day
Tennessee	2
Kansas	7
Michigan	7
Missouri	7
Colorado	14
Wyoming	21
Alaska	28
Oklahoma	28

September

State	Day
Florida	4
Nevada	4
Delaware	8

September (con't)

Arizona	11
Connecticut	11
District of Columbia	11
Maryland	11
Minnesota	11
New Hampshire	11
New York	11
Rhode Island	11
Utah	11
Vermont	11
Wisconsin	11
Massachusetts	18
Washington	18
Hawaii	22

October

State	Day
Louisiana	6

AFL-CIO NEWSGRAFIC

COPE sees some election opportunities

Continued from Page 1

vulnerable in Kansas, New Mexico and Nebraska, he said, noting that Republicans stand to gain in Oregon, Ohio and Vermont.

The major battleground in Senate races is shaping up in the Midwest, where labor-backed Democratic incumbents face tough tests in Iowa, Michigan, Illinois and Nebraska. Polls show Sen. Tom Harkin leading Republican Tom Tauke in Iowa by 9 percent, and Sen. Paul Simon is relatively secure in Illinois, with an 18-point lead over challenger Lynn Martin in an April poll.

"In Nebraska, Sen. James Exon is gaining strength against his Republican challenger Hal Daub," Perkins said. "In Michigan, Sen. Carl Levin now leads by 37 percent, but this race will tighten."

The closest race at this point appears to be in Hawaii, where incumbent Democratic Sen. Daniel Akaka has a scant 45 to 44 percent edge over challenger Pat Saiki, Perkins said.

"There are some clear opportunities in Kentucky and Indiana," Perkins said, "and maybe a close call for Sen. Claiborne Pell in Rhode Island." Despite a strong challenge from Republican Rep. Claudine Schneider, Pell still was clinging to a 10-point lead in the polls.

In Kentucky, former Louisville Mayor Harvey Sloane emerged from the May Democratic primary with a slight lead in the polls over Republican incumbent Sen. Mitch McConnell. Indiana Democrat Baron Hill, a state representative, "is coming on strong" against Republican incumbent Sen. Daniel Coats, Perkins said.

Southern politics presents a major problem in Louisiana, where former Ku Klux Klan leader David Duke could challenge incumbent Democratic Sen. Bennett Johnston in an open primary in October. But there is a hopeful trend in North Carolina, where longtime labor nemesis Sen. Jesse Helms (cumulative COPE voting record of 9 percent) is facing a strong challenge from former Charlotte Mayor Harvey Gantt, a black, who was leading in post-primary polls.

"We believe the people of North Carolina are tired of the confrontational politics of Jesse Helms," Perkins said.

Perkins sees opportunities for labor candidates to advance in Colorado, where Josie Heath is expected to emerge from the Aug. 14 Democratic primary to challenge incumbent Republican Sen. William Armstrong, and in South Dakota, where Democrat Ted Muenster could mount a serious challenge to Republican Sen. Larry Pressler.

With all the opportunities and perils in the upcoming Senate races, Perkins expects no change in the political makeup of the upper chamber, with perhaps a swing of one seat one way or the other. In House races, Perkins sees the possibility of a shift of three to five seats among the 30 considered to be very close.

Guidelines set for community service plans

The role of state and local AFL-CIOs in carrying out labor's programs and policies for community service was reaffirmed by the AFL-CIO Executive Council, which renewed guidelines for community service operations.

The council called on all state and local central bodies to establish a committee on community services that would direct union counseling, strike assistance, retiree programs, disaster services, blood drives, aid for the unemployed and other programs.

AFL-CIO President Lane Kirkland said the council action was intended to "provide direction, uniformity and defined areas of responsibility" for state and local AFL-CIOs involved in community service efforts.

Community services liaisons are employed and assigned by the United Way, American Red Cross or other social agencies to work for an AFL-CIO body in developing programs to meet workers' and communities' needs.

The council pointed out that, to avoid a conflict of interest or responsibility, community services representatives would not serve as officers or direct COPE activities in a labor body.

The council also reaffirmed policy governing external employee assistance programs — those established in addition to EAPs initiated through the collective bargaining process.

External programs should rely on peer and self-referral systems, maintain strict client confidentiality, offer service from organizations acceptable to the AFL-CIO, set reasonable costs and have a sound fiscal operating policy, the council said.

State and local central bodies shall not receive referral fees, nor give exclusive endorsement to any employee assistance program without the approval of the AFL-CIO president, the council added.

The federation's network of more than 500 community service representatives will meet in Denver July 15-20 for the AFL-CIO's annual Conference on Community Services.

FOCUS

Getting out t

Volunteers make COPE's member cont

By Michael Byrne

Election day is more than four months away, but the AFL-CIO's Committee on Political Education has been scouring shops and plants around the country looking for volunteers to help elect friends of labor.

COPE's member contact program, the traditional guide to getting out the vote for pro-labor candidates, has been revised and refined with new emphasis on volunteers.

"We want to emphasize to our activists — from COPE regional directors to local union officials — just how important volunteers are to making this program work," said R.R. "Butch" Foutz, COPE assistant director.

The new program took shape in January at the annual meeting of COPE regional directors and national staff at the George Meany Labor Studies Center, presided over by COPE Director John Perkins. The result of those sessions is a comprehensive manual that will enable state AFL-CIO officials to mobilize their memberships on behalf of pro-labor candidates in November.

"What we are doing is training the trainers," said Perkins. "We give state federation and local union officials the means to effectively plan and carry out their campaigns."

The program calls for the development of a campaign team, headed by a campaign coordinator, usually the principal officer of the state AFL-CIO. Working with the national and local COPEs, the campaign coordinator implements the program through a field director, who works with local unions; a volunteer coordinator, who recruits volunteers and directs the get-out-the-vote canvassing; and a phone coordinator, who directs the phone banks and the persuasion mailings.

The campaign rises and falls, however, on how well the team leaders are able to recruit and mobilize the volunteers. The COPE manual points out that thousands of local union members are potential volunteers just waiting to be asked.

"1. Ask every member with whom you have contact to volunteer. Create situations — meetings of unionists, formal or otherwise — where you can make a pitch for COPE volunteers.

"2. Of equal importance, establish an 'asking network.' Ask — indeed, convince — others to ask."

Those who are asked to ask include

Campaign Team:

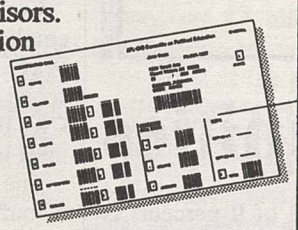
- Campaign coordinator
  - usually the state AFL-CIO principal officer
- Field director
  - who will work with local unions
- Volunteer coordinator
  - who will recruit volunteers and coordinate door-to-door Get-Out-The-Vote (GOTV)
- Phone coordinator
  - who will direct the phone/mail operation
- Volunteers
  - for phone bank, staff

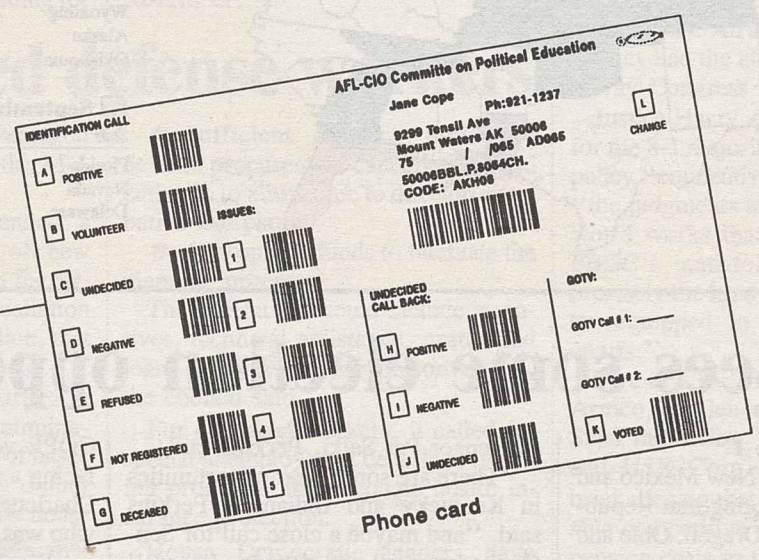
1 Planning
(120-180 days before election)

Campaign coordinator meets with field director, volunteer coordinator, phone coordinator and regional COPE director to plan the campaign and get commitment of resources.

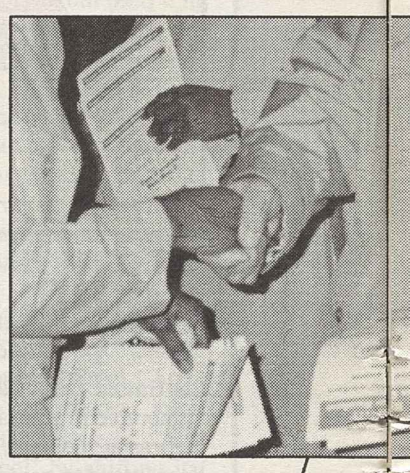
2 Recruitment
(80-90 days before election)

Find and arrange installation of phones, obtain phone cards and recruit and train phone bank supervisors. Meet with local union COPE committee chairs and CLC officers and recruit helpers and volunteers.



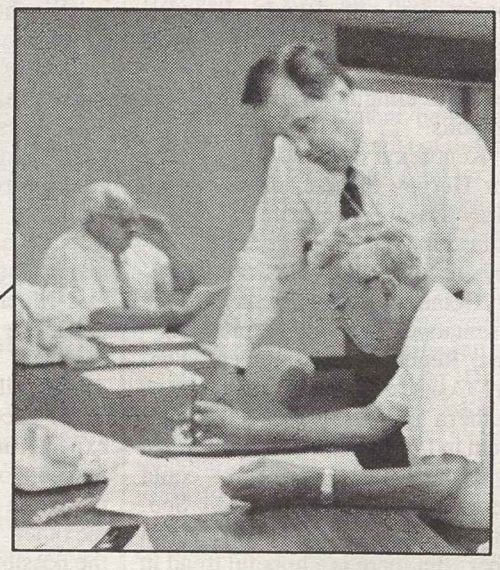


Phone card



3 Training/ First Contacts
(60-70 days before election)

Local union COPEs hold planning session, begin statewide voter registration and endorsement mailings. Train and assign phone operators and locate express mail sites; begin ID calls and phone bank persuasion mailings to undecideds.



4 One on One
(30-40 days before election)

Deliver "Five for Candidate" cards and persuasion handbills to locals, where volunteers begin one-on-one campaign to sign up supporters.

le vote

t program work for labor's candidates

local union officers, stewards and grievance committee members, central labor council officers, international union state and regional representatives, local union COPE committee members and members already volunteering for other important union activities.

Askers, always armed with a supply of volunteer sign-up cards, avoid the telephone and go face-to-face with members. They ask their friends to ask their friends, and they stress the self-interest of the potential volunteer.

As an incentive to volunteers, national COPE provides awards for various milestones in volunteer hours contributed. But the volunteer coordinator also can arrange modest incentives, such as an outlay by central labor councils or local unions for tickets to a ball game, a play or a musical event.

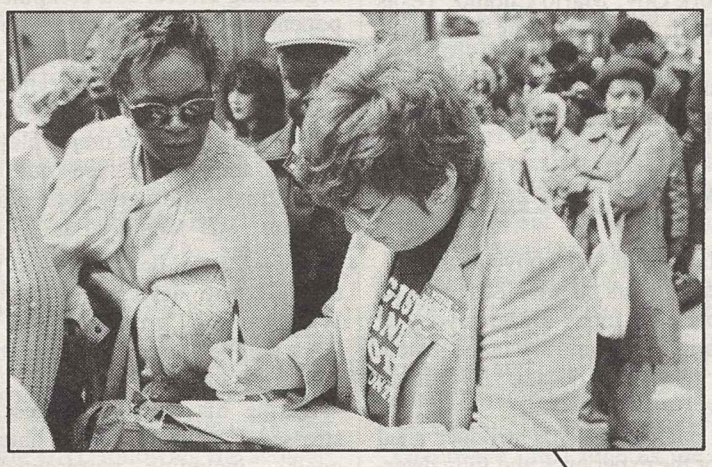
Volunteers are trained in how to call union members and record their responses on scanner cards. The undecided voters are asked what issues are most important to them, and these members are sent persuasion mailings based on their responses. Volunteers are instructed never to try to persuade someone over the phone.

"I don't know who you'd have to be to persuade someone over the phone," said Foutz. "Some people think you have to make a pitch for a candidate, but that usually is self-defeating."

Scanner cards recently developed by COPE, which have bar codes that can be scanned by a computer wand, allow the phone coordinator in many locations to record the results in the phone-bank office. When fully operational, this system will cut down on the time lag that occurred in the past when the cards had to be sent to national COPE for computation before persuasion mailings could go out.

In the weeks leading up to the election, and on election day itself, millions of get-out-the-vote calls are made to registered members from phone banks. The success of the entire exercise rests on the ability of volunteers to reach and mobilize union members to vote during this period.

But success, Foutz says, "isn't measured by electoral victories alone. No one wins them all. We believe we have succeeded when our program gives our endorsed candidates the *chance* to win. When we can get our members to the polls, that chance is improved dramatically."



Union members help tip balance

A study shows that COPE efforts on behalf of endorsed candidates can produce a union-member support rate for candidates 15 to 20 percent higher than they receive from the electorate at large.

In fact, labor played a pivotal role in sample congressional districts studied by Michael LeRoy, an assistant professor at the Institute of Labor and Industrial Relations, University of Illinois at Champaign-Urbana.

LeRoy compared union member votes with the overall vote in three congressional districts in the 1988 general election and concluded that labor tipped the election in two of the districts and contributed greatly to a landslide win in the third.

In the Fourth Congressional District, COPE-backed candidate George Sangmeister, a Democrat, squeaked to victory over Republican Jack Davis by 50.3 percent to 49.7 percent. Measuring the number of union members reached through the member contact program phone banks, LeRoy estimated that 67.1 percent of union members, or 6,702, voted for Sangmeister, who won by 1,039 votes.

In the 21st District, COPE-backed Democrat Jerome Costello won over Republican Robert Gaffner by 52.6 percent to 47.4 percent, or by 10,451 votes. Estimating that half of the union members contacted by phone voted in the election, LeRoy figures that 12,950 of Costello's vote total came from union members — enough to put him over the top.

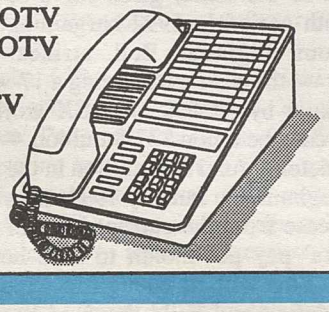
In the 22nd District, Democrat Glenn Poshard won with 64.9 percent of the vote, with 81 percent of union members lining up in his corner.

The union difference amounted to 16.8 percent for Sangmeister, 15.4 percent for Costello and 16.2 percent for Poshard.

Meanwhile, while Democrat Michael Dukakis was being swamped by George Bush in the presidential election, union members in the three congressional districts in Illinois gave him a 65 percent edge, to 35 percent for Bush.

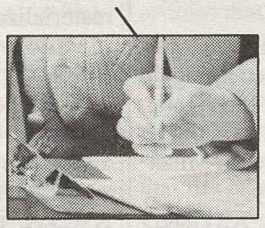
5 Second Contacts
(12-20 days before election)

Recall undecideds. Locate additional phones for GOTV calls; send GOTV mailings and prepare GOTV handbills.



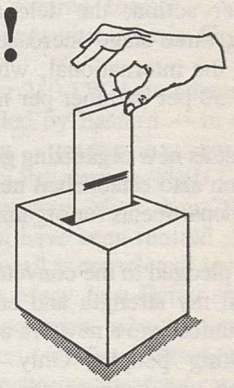
6 Get Out the Vote
(4 days before election)

GOTV push begins with handbilling, door-to-door canvassing and calls.



7 Election Day!

Get out the vote.



UNION NEWS

ACTWU vows new emphasis on organizing

Miami Beach

Organizing took center stage at the 5th constitutional convention of the Clothing and Textile Workers, as delegates unanimously approved a resolution calling for stepped up unionizing efforts in both the United States and Canada.

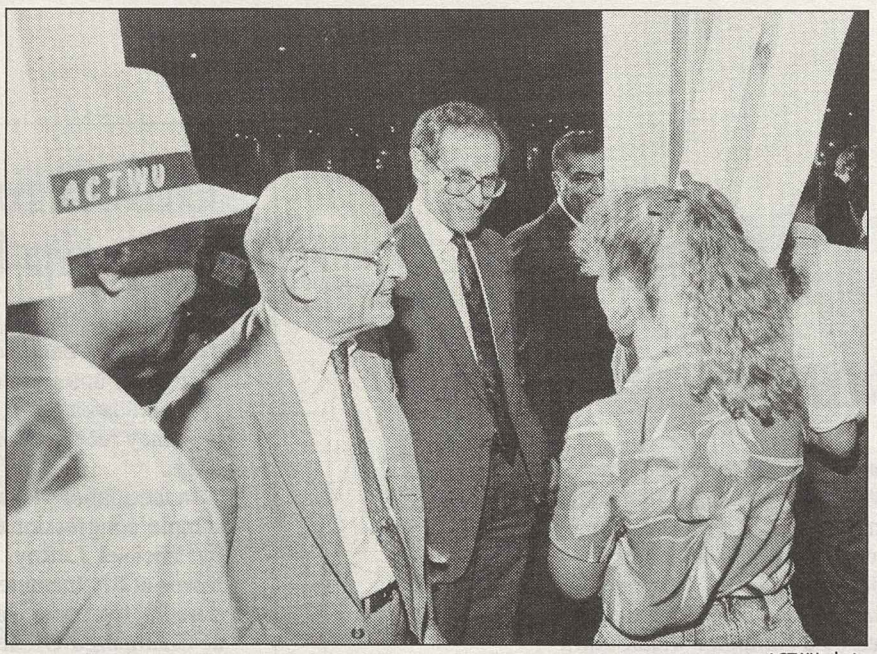
President Jack Sheinkman set the tone in his keynote address, pointing out that 15 percent of all workers organized by AFL-CIO unions last year came into the labor movement under ACTWU's banner.

''We mean business in organizing new workers,'' Sheinkman told 1,500 cheering delegates from the United States, Canada and Puerto Rico. ''We mean business in negotiating first contracts. And we mean business in continuing to negotiate the best wages and benefits for our workers that are possible.''

Not only have sweeping changes in technology and corporate structures taken place in the industry, he pointed out, but workers also must contend with a repressive government that promotes unfair taxes, condones union busting, ignores health and safety hazards in the workplace, and refuses to outlaw worker exploitation and industrial homework.

Despite the problems, ''we're a fighting union, fighting on all fronts: organizing, political action, servicing and bargaining,'' Sheinkman declared. ''ACTWU is on the move; we're going to roll the union on.''

AFL-CIO President Lane Kirkland told delegates that federation affiliates demonstrated their ''tenacity'' last year by winning more than 1,600 elections covering 87,000 workers — ''our best showing since 1981,'' when the Reagan administration came to power.



ACTWU photo

ACTWU President Jack Sheinkman and Secretary-Treasurer Arthur R. Loevy are congratulated by delegates after their re-elections.

Emphasizing that the battle is not over, he told the convention that ''one of the few certainties we face in the coming years is that hostile employers will continue to do their worst to deny workers their right to associate and to advance their own interests.

''Yet, despite this continued onslaught, there is ample evidence that labor has turned the corner and is making genuine progress in our struggle to make life better for working families.''

The convention approved a resolution increasing dues by 25 cents a month, called for passage of national health care legislation, pledged help for undocumented workers facing immigration problems, and supported measures that address the problems of working women.

By unanimous votes, delegates re-elected Sheinkman and Secretary-Treasurer Arthur R. Loevy, and chose two new vice presidents — Civil Rights Director Clayola Brown and Andrew Mattey of the Pennsylvania Joint Board to replace retired Vice Presidents Jim Dillon and Dan Mayers. Twenty-four other vice presidents were re-elected to ACTWU's executive board without opposition.

The convention heard from:

- Canadian Labor Congress President Shirley Carr, who declared that ''organizing is the name of the game in the 1990s.'' Warning that ''the big boys will try everything they can to destroy us,'' Carr insisted that ''they won't get away with it because when workers want change . . . nothing is beyond their grasp.''

- President Jay Mazur of the Ladies' Garment Workers, who told delegates that ''we are one family with ACTWU,'' and who pledged that, despite a White House veto of legislation to preserve textile and apparel jobs, ''the battle is not over.''

Other convention speakers included Farm Workers President Cesar Chavez, New York Gov. Mario Cuomo, Texas Agriculture Commissioner Jim Hightower, President Marion Wright Edelman of the Children's Defense Fund, and the Rev. Jesse Jackson.

CWA, Canadian alliance targets transnationals

Toronto

Acting to counter the growth of giant telecommunications corporations that span national boundaries, the Communications Workers signed a precedent-setting alliance with the Communications and Electrical Workers of Canada, guaranteeing cooperation in organizing and bargaining efforts.

Details of the alliance, formalizing past cooperative efforts between the two unions, were announced as the CWA opened its 52nd annual convention here under banners proclaiming the theme of ''Solidarity for the World of the 90s'' — stressing the role of international cooperation to safeguard worker rights.

The alliance was signed by CWA President Morton Bahr, whose 700,000-member union is concentrated largely in U.S. telecommunications industry but which also includes a small contingent of Canadian printing and publishing workers, and by Fred Pomeroy, president of the Canadian organization that represents 40,000 telephone industry workers in that country.

As transnational organizations proliferate, and as North American jobs are eliminated or shipped overseas, Bahr said, the unions are sending the message that ''collective action is needed to confront'' these communications giants.

The cooperative efforts were underscored earlier this year when the Canadian union supported CWA's six-week strike against U.S. facilities of Northern Telecom, a Canadian-owned company. The two unions are now coordinating organizing efforts at a computer components company, headquartered in Canada with plants in New York.

Emphasizing the globalization issue, Bahr pointed out that Northern Telecom is now becoming ''a major player'' in Japan, adding: ''I see our efforts spreading — perhaps by industry, perhaps one country at a time.''

The message, he said, is that transationals ''will have no place to flee. Wherever they go around the world, there will be a union waiting, and support from others.''

During his keynote address, Bahr stressed CWA's domestic bargaining goals — including representation at American Telephone and Telegraph Co.'s new credit card company that will ultimately employ 10,000 workers and that has been ''carefully constructed to be non-union.''

In a major convention action, the 2,000 delegates adopted a leadership-backed proposal to increase dues 12.5 percent to replenish the union's strike fund as the union girds for a seven-month period in 1992 bargaining.

Four regional Bell strikes last year — the most costly being a 17-week walkout by 37,000 NYNEX workers that cost the union $27.8 million — left the defense fund $16 million in the red.

Beginning in January 1991, dues will increase from the current level of two hours' pay per month to 2.25-hours' pay. This will be enough to wipe out the deficit and build the fund back to its historic level of about $15 million.

RWDSU commits $4 million to organizing

Bal Harbour, Fla.

A new $4-million organizing drive was approved by the convention of the Retail, Wholesale and Department Store Union and targeted for campaigns among poultry workers in the South, retail workers in New York and Canada and health care workers in New York City.

The convention also elected RWDSU President Lenore Miller and Secretary-Treasurer Guy Dickinson to four-year terms.

In other action, the delegates approved a three-stage increase in per capita to the international, which will reach $4.50 per member per month in 1993.

To meet its new organizing goals, the convention also established new headquarters departments for organizing and training.

Miller pledged to the convention ''to devote all my strength and energy to lead this union into a new era of justice for working people. Only through organizing and training can we beat back those who seek to weaken the trade union movement,'' she said, pointing to the Reagan-Bush-Mulroney years of union bashing in both the United States and Canada.

In addition to organizing and training, convention actions instructed the RWDSU to continue its emphasis on member safety and health, political activities and passage of anti-strikebreaker legislation.

Miller, a member of the AFL-CIO Executive Council and head of its Civil Rights committee, was secretary-treasurer of RWDSU for eight years before being elected president in 1986 following the death of Alvin E. Heaps.

Miller's RWDSU career spans 31 years with service as a local officer, vice president and assistant to the president before becoming secretary-treasurer.

Dickinson began his career as a local officer in Birmingham, becoming a union representative in 1957 and Southeast regional director in 1970. He became secretary-treasurer when Miller moved up to the presidency.

AFL-CIO President Lane Kirkland, Canadian Labor Congress President Shirley Carr and Democratic National Committee Chair Ron Brown also addressed the convention.

Kirkland told the convention that, while employers in the '80s tried to ''turn back the clock to the heyday of exploitation and arbitrary management rule,'' the new decade is full of promise.

''We enter the 1990s stronger aned wiser for the experience and fully determined to renew our commitment to the critical task of extending the benefits of trade unionism to millions of new workers,'' he said.

More than 400 delegates cast their votes for Miller, while 10 votes were cast for Violet Francis, a rank and file member of Local 1199 in New York. The expected candidacy of Local 1199 President Dennis Rivera did not materialize.

Miller said she regretted that ''repeated and disruptive procedural motions from Local 1199's 10 delegates prevented the delegates from the other 186 locals from holding a full discussion of numerous issues important to all RWDSU members.''

Miller stressed that she would continue to work with all members of the union to further RWDSU's progressive goals.

VDT study cited in call for better conditions

By Arlee C. Green

A federal study of computer-related injuries at New York's Newsday newspaper, which revealed that 40 percent of 834 editorial employees had repetitive motion injuries, has spurred calls by labor unions for changes in working conditions and lawsuits against the computer manufacturer.

The study, conducted over the past year by the National Institute for Occupational Safety and Health, was based on a questionnaire survey of Newsday employees at four locations. Results showed hand/wrist symptoms were the most prevalent (23 percent), followed by symptoms in the neck (17 percent), elbow/forearm (13 percent) and shoulder (11 percent).

NIOSH found that the percent of time typing or typing speed was significantly associated with symptoms in each of the four joint areas.

The study recommended establishing a joint labor-management committee to oversee ergonomic control measures, early recognition of symptoms and evaluation of the effectiveness of interventions.

The workers at Newsday, members of Graphic Communications Union Local 406C, said the union wants to look at such items as changes in deadlines, expansion of work responsibilities and staff utilization. "NIOSH made it clear that if we don't change the way we work, we're still going to have this problem," GCIU Local 406C Vice President John McDonald said.

The Service Employees and 9to5, National Association of Working Women, citing the study's results, called for immediate precautionary steps to protect workers. "The tens of millions of workers who spend their days in front of VDTs should not have to face constant and debilitating pain for the sake of a job," said SEIU President John J. Sweeney.

The two groups say employers should provide ergonomically correct and adjustable work stations and discontinue work practices that push people past their physical limits.

They recommended frequent breaks from work at the terminal, training in managing health risks, and an end to individual electronic monitoring that imposes high stress levels and sets constantly increasing production standards.

The computers used at Newsday were manufactured by Eastman Kodak Co.'s Atex division. Journalists from five newspapers, including Newsday, and one wire service filed a $330-million suit against Atex in federal court in Manhattan, charging the company knew its computer system, as designed, posed health risks, such as injuries to hands, wrists and arms, from repetitive use.

The seven journalists filing the suit were from the New York and Long Island editions of Newsday, Discount Store News, Village Voice, American Banker and Associated Press. Included as plaintiffs were three spouses, who are seeking additional damages for loss of the journalists' support.

A similar case was filed against Atex in a New York state court in early June by three other Newsday reporters. The suits allege the computer system—including the keyboard and video display terminal—were defectively designed.

Cathy Blaivas/New York

Meeting the press with the announcement that Gerald Greenwald will lead the unions' buyout of United Air Lines are (from left): John Peterpaul of the Machinists, Diane Robertson of the Flight Attendants, Greenwald, and Rick Dubinsky of the Air Line Pilots. Talks are under way to secure financing for the buyout.

Chrysler's Greenwald to lead UAL buyout

Gerald Greenwald, vice chairman of Chrysler Corp., has been hired to lead the employee buyout attempt by the three unions at United Air Lines.

The United Employee Acquisition Corp., formed by the Air Line Pilots, Flight Attendants and Machinists unions, has made a $4.54 billion bid for the airline and its parent firm, the Chicago-based UAL Corp.

In a joint announcement of Greenwald's hiring, Diane Robertson of the AFA, Frederick Dubinsky of ALPA and John Peterpaul of IAM said Greenwald "has a proven track record in running one of America's largest enterprises with a history of sound labor relations, a superb financial background well-suited to leading the UEAC team in raising the acquisition financing and to running UAL following the acquisition."

Under his five-year employment contract, Greenwald will be chief executive officer of UEAC during the acquisition period, and then chairman and chief executive officer of UAL following acquisition. His first task will be to work with Salomon Brothers Inc. and Goldman Sachs & Co. to secure financing for the buyout.

In an interview with the Wall Street Journal, Greenwald said that banks were "generally optimistic" about the unions' effort to buy out the air carrier.

Greenwald said he would be providing more detailed financial information to five or six major banks with which he has been in contact, outlining revenue projections and candidates to fill the remaining two top positions if the buyout is successful.

Greenwald cited time as the largest obstacle, since the employee buy-out group has set Aug. 9 as the deadline for securing financing for the transaction. "There is no time for making mistakes," he said.

Greenwald worked for 22 years at Ford Motor Co. in a variety of positions and, in 1979, followed Lee A. Iacocca to Chrysler Corp., where he became vice president and controller.

From 1981 to 1985, he served as Chrysler vice chairman, then became chairman of subsidiary Chrysler Motors Corp. In 1988, he returned to the vice chairman post, which he resigned on May 30.

Iacocca praised Greenwald's work at Chrysler during trying times. Greenwald joined Chrysler "at a time when the company's survival was in doubt. He played a major role in that survival, and in the subsequent success of the company."

Justice official cited for unfair labor practice

A U.S. assistant attorney general was cited for an unfair labor practice by the Federal Labor Relations Authority for threatening to punish an AFSCME local union president for articles that appeared in the union's newsletter, The Guardian.

Richard B. Abell, an assistant attorney general who heads the Office of Justice Programs, sent an "official counseling letter" to AFSCME Local 2830 President Stuart S. Smith in January 1990, charging Smith with a "culmination of repeated egregious acts of misconduct," which could "support a penalty of removal from the federal service."

The union, in rebutting the charges against Smith, asked management to cease its interference in union affairs and with union members who are exercising their rights under law. It then filed charges with the FLRA, which issued a complaint against Abell.

The FLRA complaint charged Abell with an unfair labor practice in issuing the counseling letter to Smith "based on Smith's protected activities, including the publication of certain articles in 'The Guardian,' the union's newlsetter." The FLRA will hold a hearing Sept. 11 unless Abell withdraws the counseling letter.

Abell's nine-page letter accused Smith of allowing the newsletter to ridicule the Office of Justice Programs by publishing the results of a union poll that revealed high employee discontent with management. Abell also criticized articles that were based on a leaked internal memorandum and about a grant program.

Smith noted that the charges made by Abell were for events that occurred more than six months earlier, but that the letter was timed "within days of the union's objections to OJP's plans to offer 48 government juvenile justice and drug-abuse jobs to the private sector. That this is no coincidence is obvious to even the most obtuse."

Seniority issue snags return of Eastern pilots

By Candice Johnson

Negotiations between the Air Line Pilots and Eastern Airlines on a "back-to-work" agreement remained stalled over Eastern's demand to ignore seniority rights in recalling pilots.

Talks between the parties, directed by the National Mediation Board, resumed June 14.

In an announced recall of 90 pilots, Eastern offered jobs to 53 without taking seniority into consideration. Those pilots had sought to return while union members were honoring Machinists' picket lines.

ALPA petitioned the federal bankruptcy court for a temporary restraining order to block Eastern from offering jobs except on the basis of seniority. A hearing has been set for July 9.

The Eastern MEC also voted to grant amnesty to more than 600 pilots who crossed picket lines and returned to work last August, saying no pilot who returned to work after Aug. 5 "should be subjected to any harassment, intimidation, recrimination or discrimination" by Eastern or the union.

Also adopted was a provision offering pilots charged with violating union strike rules the option of retroactively resigning their union membership.

Eastern MEC Chairman Skip Copeland said the move would provide "a solid foundation for peaceful labor relations at Eastern" and answers any concerns about "union disciplinary action and fines."

ALPA and Transport Workers flight attendants voted to end their sympathy walkouts last November, after President Bush vetoed legislation to create a bipartisan panel to help end the dispute. In April, federal bankruptcy Judge Burton Lifland removed Texas Air Corp. chief Frank Lorenzo from control of Eastern, naming former Continental Airlines executive Martin Shugrue as trustee.

Another 240 TWU attendants are being recalled by Eastern — in order of seniority — under an agreement reached in February by TWU Local 553 and the carrier. More than 700 attendants will have been rehired when the current recall is completed, local union president Mary Jane Barry said.

The Machinists, who are continuing their strike, say a fair contract settlement is key to restoring travelers' confidence. Eastern posted a 54 percent load factor in May, below the industry average of 62.

Mexico trade pact seen as detriment to workers

By John R. Oravec

The AFL-CIO has reiterated its concern that a free trade agreement between the United States and Mexico would do more harm than good to affected wage earners on both sides of the border.

More American jobs would be jeopardized — on top of the tens of thousands that already have been lost to so-called maquiladora, or twin plant operations — without any substantial benefit to the poverty-wage workers of Mexico, the federation warned.

President Bush and President Carlos Salinas de Gortari held preliminary talks June 10 and agreed to consider issues leading to formal negotiations on a bilateral free trade pact beginning with Bush's trip to Mexico in December.

Weeks before the Bush-Salinas discussions, the AFL-CIO Executive Council warned that the problems of poverty and economic development should not be left to the interests of private enterprise. It called on both Bush and Congress to reject the negotiations.

Under 1988 trade law, countries seeking free trade agreements with the United States must submit requests to the House Ways and Means Committee and Senate Finance Committee. Those two committees then decide whether an agreement serves the interests of the United States and authorize the president to proceed or not.

''U.S. trade and investment with Mexico has already significantly harmed the domestic manufacturing sector,'' the federation pointed out. ''Tens of thousands of American workers have lost their jobs, or seen employment opportunities vanish, as U.S. companies take advantage of the poverty of Mexican workers.''

Hundreds of thousands of Mexican workers are now employed in U.S.-owned maquiladora plants for less than $1 an hour, manufacturing goods almost solely destined for the American market.

AFL-CIO economist Mark A. Anderson pointed to a paycheck stub from a Zenith plant in Reynosa, Mexico, across the Rio Grande River from Texas, which showed the production worker earning just over $26 for a 48-hour workweek.

''This proposed agreement is not about free trade. It's about paychecks like those at the Zenith plant,'' Anderson said.

Wages of the Mexican workers will have to be kept low to attract more investment from the United States, resulting in a bigger influx of damaging Mexican imports, Anderson said.

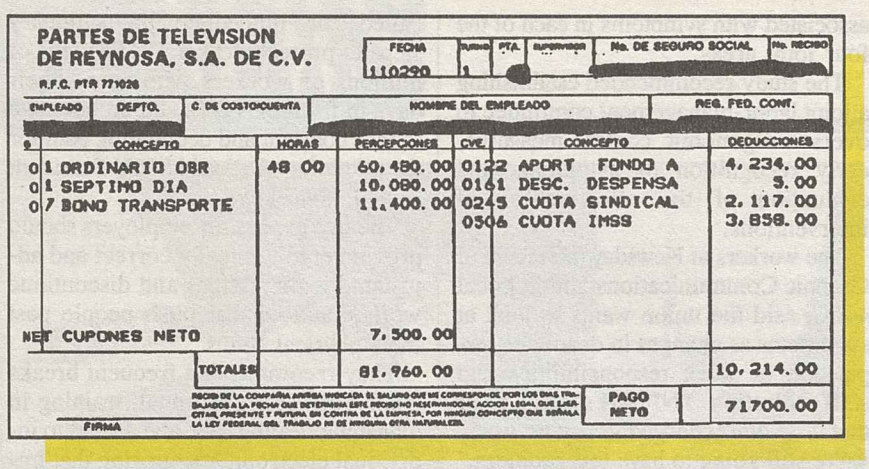
The bottom line is that more American jobs will be wiped out, further eroding the U.S. standard of living, and providing little benefits to the exploited Mexican workers, he stressed.

Anderson expressed concern that some U.S. employers would try to retaliate against the flow of the low-wage goods from Mexico by slashing the already pared-down earnings of American workers.

In place of a free trade accord, the federation urged that both governments work to solve the problems of poverty and economic development. It cited the need for foreign aid, development planning, higher pay and living standards for Mexicans, as well as curbs on pollution along the border from maquiladora plants.

Some American industrial groups have expressed strong reservations about any proposed accord on free trade with Mexico.

Donald Hughes, president of the American Textile manufacturers Institute, warned: ''Such an agreement would further erode the market share of domestic industry and result in further U.S. job losses, which should be the first concern of our government.''



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01	SEPTIMO DIA		10,080.00	0161	DESC. DESPENSA	5.00
07	BONO TRANSPORTE		11,400.00	0245	CUOTA SINDICAL	2,117.00
				0506	CUOTA IMSS	3,858.00
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FIRMA

For a 48-hour workweek a worker at the Zenith plant in Reynosa earns 81,960 pesos. After deductions, the take-home pay comes to 71,700 pesos. That translates to $26.16—or about 60 cents an hour.

More Americans endorse import curbs, Roper poll finds

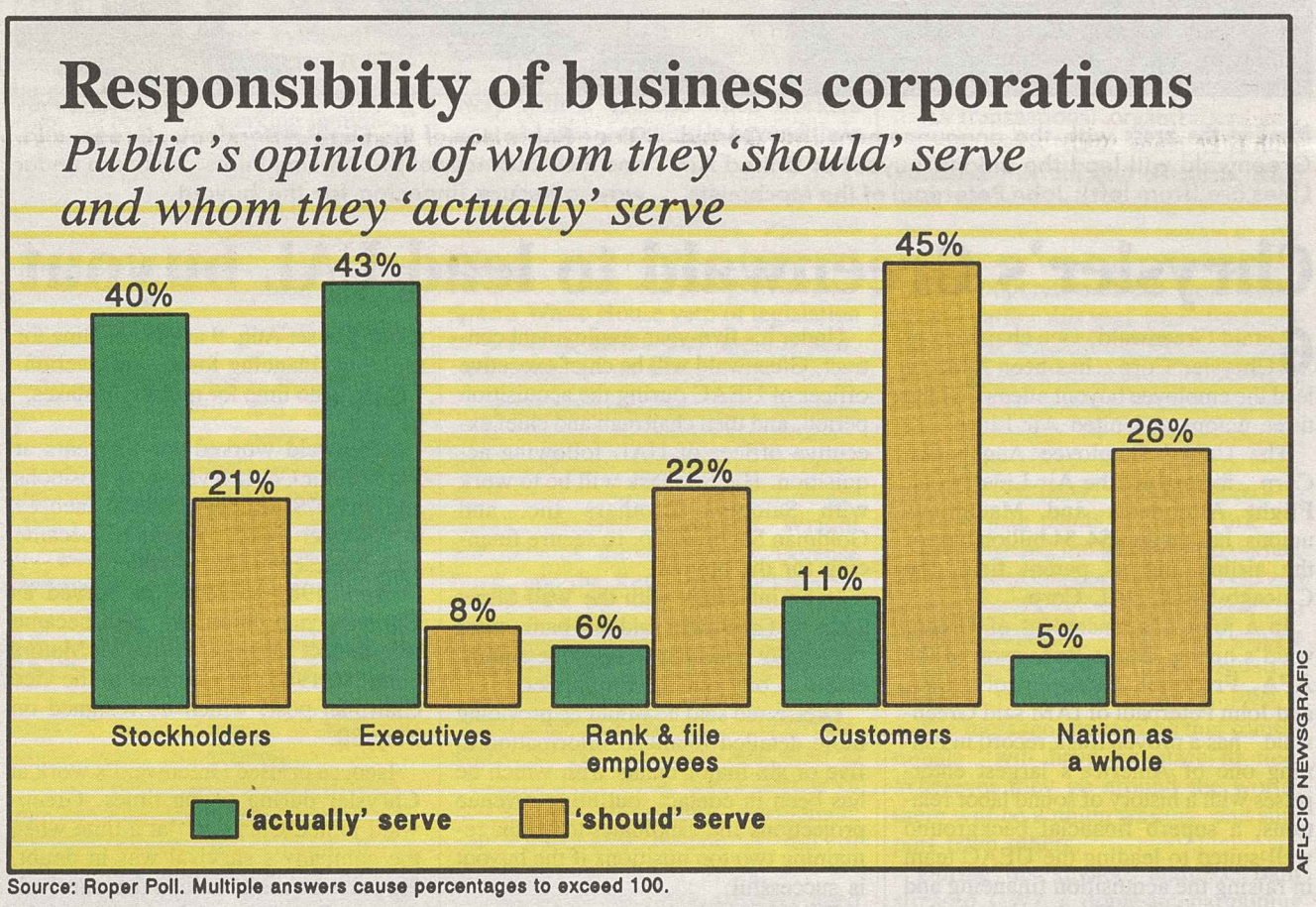
Seven in 10 Americans favor restricting imports that are lower-priced than American-made goods, according to a nationwide poll by the Roper Organization.

Roper poll-takers found that 70 percent of the adults queried endorsed limits on imports, the highest percentage ever and up from 68 percent when Roper conducted the poll in 1983. Conversely, 22 percent opposed import limits in the February poll, compared with 25 percent in 1983.

Every year since 1984, the United States has run up a merchandise trade deficit in excess of $100 billion. The shifting trade balance has transformed the country from the world's largest creditor nation to the largest debtor nation.

A majority of Americans — 65 percent — favored limits on foreign investments in the United States, while 17 percent favored a total ban.

In a separate poll, Roper found that Americans believe U.S. corporations are paying too little attention of the interests of their workers, customers and ''the nation as a whole,'' while catering too much to the interests of executives and stockholders.



Source: Roper Poll. Multiple answers cause percentages to exceed 100.

Housing starts decline again; industrial output inches up

Housing starts fell in May for the fourth consecutive month while industrial production edged up after declining in April.

New home construction slipped to an annual rate of 1.21 million units, the slowest pace since the 1982 recession, the Commerce Department reported.

Last month's 1.4-percent drop was preceded by declines of 6.4 percent in April, 12.2 percent in March and 5.1 percent in February.

Single-family housing starts slipped 1 percent in May to a rate of 896,000 units on top of a 9.1-percent drop in April. Apartment construction fell 2.5 percent to an annual pace of 311,000 units after rising 2.6 percent in April.

The Federal Reserve Board said industrial production rose 0.6 percent in May, mainly from a rebound in the output of motor vehicles and parts.

Excluding auto production, output of consumer goods was nearly unchanged from April and has remained generally flat since last fall.

The FRB said production in manufacturing advanced 0.8 percent to bring the factory operating rate to 83 percent in May. Output in mines was unchanged while utilities dropped 1.1 percent.

In other economic reports:

● The merchandise trade deficit amounted to $6.9 billion in April as imports outweighed exports $39.2 billion to $32.3 billion, the Commerce Department said. Manufactured goods accounted for $6.2 billion of the shortfall. The March deficit was $8.4 billion.

For the first four months of the year, the deficit is $3.3 billion below the $34-billion mark in the same period of 1989. Last year, the nation piled up a trade deficit of $109 billion.

● The consumer price index (CPI-W) edge up 0.1 percent in May, the same rise as April, after rising sharply the first three months of the year. Over the past 12 months the CPI rose 4.1 percent, the Bureau of Labor Statistics reported.

Medical care costs rose 0.8 percent over the month and were 8.7 percent above a year ago. Most other components edged up slightly while transportation and apparel declined over the month.

Real average weekly earnings for nonsupervisory workers rose 0.3 percent from April, but were down 0.1 percent from May 1989, BLS reported. Wages, after adjustment for inflation, were 3.3 percent below May 1980.

● Twelve states posted jobless rates of 6 percent or higher in April when the national average was 5.4 percent. Puerto Rico's rate was 14.7 percent.

The highest rates were in Alaska, 7.9 percent; Rhode Island, 7.1 percent, and Michigan, 7 percent. Other states over the 6-percent mark were Alabama, Arkansas, Idaho, Illinois, Kentucky, Mississippi, New Mexico, Texas and West Virginia.

Seven states reported jobless rates below 4 percent.

Seven incumbents were returned to office on the governing council of Actors' Equity. Re-elected in a secret mail referendum were **Alix Korey, Judy Rice, Edmond Dante, Mark Zimmerman, Rod Loomis, Marty McDonough** and **Donald Christy.** They were joined by nine newly elected council members — **Ron Silver, Edwin Battle, Chris Callan, Clarinda Ross, Kitty Lunn, Cissy Rebich, Robert Heitzinger, Gene Harris** and **Kristine Nevins.**

Charles W. Hughes, longtime AFL-CIO public relations representative who also produced the federation's nationally syndicated radio program Labor News Conference for two decades, retired March 31. Hughes, who is 63, joined the federation's PR staff in 1964 after serving as an aide in Congress and to the governor of Alaska, where he had been a practicing attorney in the 1950s. For the past three years, Hughes worked on the federation's Organization and Field Services staff. An active member of the Newspaper Guild and the Television and Radio Artists, Hughes had been president of the Baltimore-Washington Guild in the early 1970s.

Patricia Adkins is leaving her post as assistant director of the Labor Institute for Public Affairs to become director of administration for the Children's Defense Fund. She has been with LIPA since 1982.

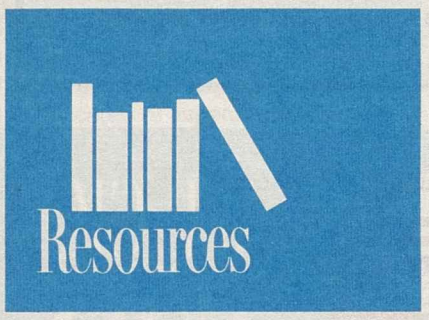
Deborah Sedillo Dugan is joining LIPA as senior coordinator of media and marketing. An AFTRA member, Dugan has been public service director at WTTG-TV in Washington for the past five years, and prior to that worked on the Mondale-Ferraro campaign and at local television stations and an independent production company.

Morris Kleiner has been elected AFL-CIO Chair Professor in Labor Policy at the Hubert Humphrey Institute of Public Affairs, University of Minnesota. Kleiner has been director of the university's Center on Labor Policy and was elected to the titled chair by the Humphrey Institute's academic faculty. He is the first to hold the chair funded by the AFL-CIO.

AWARDS

AFL-CIO Secretary-Treasurer **Thomas R. Donahue** received an honorary degree from the University of Massachusetts-Amherst during commencement ceremonies May 27. Also honored with honorary degrees were **Rep. John R. Lewis** (D-Ga.) and folksinger **Buffy St. Marie. Arthur R. Osborn,** president of the Massachusetts State AFL-CIO, received an honorary degree from the University of Massachusetts-Boston.

Alberto Rodriguez, a member of Service Employees Local 226 in Omaha, Neb., has been selected as one of 76 finalists in the National Jefferson Awards ceremonies being conducted by the American Institute for Public Service. One of ten nominees whose names were submitted by Station KETV in Omaha, Rodriguez was selected by the Institute as one of the finalists for his work on a food for the needy program in that city. The Institute was co-founded in 1972 by Jacqueline Kennedy Onassis and former U.S. Sen. Robert Taft Jr. (R-Ohio.)



PRINT MATERIALS

Three new booklets are available from the AFL-CIO to help unionists build grassroots and employer support for national health care reform. The publications — **Organizing in Your Community, Working at the Bargaining Table,** and **Launching the Corporate Campaign** — discuss how labor's concerns for access, quality of care and cost can be achieved, through negotiations with employers, coalition building in the community and other efforts. The booklets — Nos. 201, 202, and 203 — are available from the AFL-CIO pamphlet division, Room 209, 815 16th St., N.W., Washington, D.C. 20006.

The new edition of **Films and Videotapes for Labor,** which lists more than 200 titles for rental from the AFL-CIO Film Division, is now available from the AFL-CIO pamphlet division. Single copies are free; additional copies 75 cents each, $60 for 100.

The AFL-CIO's policy recommendations for 1990 on issues including the economy, trade, leveraged buyouts, and employment and training are outlined in **The Pocketbook Issues,** available free from the AFL-CIO pamphlet division.

Bargaining for Pay Equity — A Strategy Manual relates the current struggles for pay equity. It was prepared by the National Committee on Pay Equity's Labor/Collective Bargaining Task Force, a group of international, state and local union staff leaders. Copies are available for $5 (NCPE member) and $9 (non-members) from the National Committee on Pay Equity, 1201 16th St. NW, Washington, D.C. 20036. Phone 202/822-7304.

A chart updating state benefits for **Workers' Compensation and Unemployment Insurance** programs as of Jan. 1, 1990, is available from the AFL-CIO pamphlet division or from James Ellenberger, AFL-CIO Department of Occupational Safety and Health, 202/637-5206. Single copies free, bulk copies five cents each, $4 for 100 and $35 for 1000.

VIDEO

Out of Control, a 35-minute video produced by the Oil, Chemical and Atomic Workers, offers a tragic view of changes in the petrochemical industry that have resulted in a series of deadly explosions and disasters, including the October 1989 explosion that killed 23 workers at a Philips petroleum plant in Houston. Narrated by Ralph Nader, the Video is available in VHS format for $99.95 from OCAW Visual Productions, P.O. Box 2812, Denver, Colo. 80201.

Labor's Corner is a television production project that can be seen twice weekly on a public television station and nine cable outlets in the Pittsburgh area. A production of the Philip Murray Institute of Labor Studies, Community College of Allegheny County, the program airs local features as well as videos produced by the AFL-CIO and affiliates. Contact Steffi Domike, producer, and Russ Gibbons and Lou Pappalardo, co-directors, at 412/237-2774.

East European aid fund boosts emerging unions

By Gene Zack

In a continuing demonstration of labor solidarity, the AFL-CIO and its affiliates are channelling much-needed dollars and technical assistance to the emerging free trade unions in Eastern Europe.

In recent weeks, the federation's newly created East European Workers Aid Fund has sent shipments of computers, printers and facsimile machines to labor centers in Czechoslovakia, Romania and Bulgaria, where the primary need is for communications networks to knit together union groups spread throughout each nation.

The funds raised from affiliates are moving through the federation's Free Trade Union Institute, which also is facilitating financial aid voted by Congress to aid the East European democratic movements through the National Endowment for Democracy.

To help establish basic trade union infrastructures in Czechoslovakia, Romania and Bulgaria, the federation and its affiliates also have established plans for seminars in collective bargaining and nonpartisan political action to aid trade unionists who helped bring about the unprecedented democratic ferment in Eastern Europe.

And the International Confederation of Free Trade Unions has endorsed a plan under which AFL-CIO unions will play the lead role in setting up additional seminars on such subjects as organizing, trade union administration, labor law and economics.

Progress has been swiftest in Czechoslovakia, where the old government-dominated worker apparatus has collapsed. The new trade union movement, while suffering growing pains, has at its disposal the buildings and equipment formerly held by the hated government ''unions.''

But it's a different story in Romania and Bulgaria. The discredited Communist-run institutions still have a firm grip on the assets they built up over the years. So the new centers of free trade unionism are being forced to start from scratch in building their national infrastructure.

Although the emerging unions are operating in an environment that remains hostile to trade unionism, thanks to decades of intimidation of workers by party officials, the financial and technical assistance from the American labor movement are helping them get on an even keel.

Meanwhile, Poland's trade union movement, which was the first to topple a Communist regime behind the Iron Curtain, continues to receive special attention from the AFL-CIO. Millions of dollars in financial aid flow regularly to Solidarnosc, and the federation and its affiliates are setting up a growing number of seminars to help Polish workers hone their skills in union building.

Soviet Union finally issues visas; Wilson, Banovic meet miners

A two-member AFL-CIO delegation, the first official U.S. labor representatives allowed to visit the Soviet Union, was cheered during the first Congress of Miners in Moscow June 15.

Dick Wilson, director of Central and Eastern European Affairs of the Free Trade Union Institute, and John Banovic, secretary-treasurer of the Mine Workers, were granted visas June 13. Banovic was among a group of seven AFL-CIO representatives denied visas in November 1989, and again in March.

The granting of visas to Wilson and Banovic came after an invitation from the same group of miners that had invited AFL-CIO visitors on the two previous occasions. Ten Soviet miners visited the United States in January as guests of the AFL-CIO in a United States Information Agency tour.

During an address to the independent miners, Wilson said, ''a free society requires independent trade unions, requires the right of association free of government and party control. It requires that workers make their own decisions.''

George Meany Center schedule

The George Meany Center will offer seven workshops during July and August. The schedule

ARBITRATION: PREPARATION AND PRESENTATION, July 22-27 — Presenting mock cases before professional arbitrators. Sessions will be videotaped.

NEWSWRITING AND EDITING FOR UNION PUBLICATIONS, July 22-27 — For union editors who want coaching on the basics of publishing readable, interesting and credible publications.

COLLEGE DEGREE PROGRAM, July 28-Aug. 3 — Members of the AFL-CIO affiliates remain in residence at the George Meany Center while working on a Bachelor of Arts Degree from Antioch University.

TEACHING TECHNIQUES FOR LABOR EDUCATION, Aug. 5-10 — Demonstrating techniques commonly used in labor education for those who teach in union conferences, summer schools or night classes.

ORGANIZING TECHNIQUES I, Aug. 12-17 — A review of key elements of an organizing campaign, including targeting, house calls, picking winning issues, developing plant committees.

PERSONAL COMPUTERS FOR LOCAL UNIONS, Aug. 19-22 — Providing union staff with information about the uses of mini- and micro-computers for their union.

DESKTOP PUBLISHING FOR UNION EDITORS, Aug. 28-31 — Teaching labor editors who have worked on computers the basics of PageMaker.

For more information about labor studies programs, write or telephone the Registrar's office, George Meany Center, 10000 New Hampshire Avenue, Silver Spring, Maryland 20902. Telephone 301/431-6400.

Unions hail anti-apartheid fighter Mandela

Nelson Mandela, who led a decades-long crusade against apartheid, will receive a warm welcome from the AFL-CIO and its unions.

Mandela, the leader of the African National Congress who was imprisoned for 27 years in South Africa, will be greeted by AFL-CIO President Lane Kirkland and Secretary-Treasurer Thomas R. Donahue June 25 at the federation's headquarters in Washington, where he will meet with members of the Executive Council.

He also will attend the AFSCME convention in Miami and a UAW event in Detroit later in his visit.

"We look forward to hearing from this champion of human dignity and freedom," said AFSCME President Gerald McEntee, one of the dozens of labor officials who have been arrested since 1984 in anti-apartheid protests at the South African embassy in Washington.

After speaking to the AFSCME delegates on June 28, Mandela will fly to Detroit, where his first stop will be the Ford Rouge Complex to tour the plant and shake hands with autoworkers on the assembly line, members of UAW Local 600.

In presenting UAW President Owen Bieber with the International Labor Human Rights Award recently, TransAfrica Director Randall Robinson thanked Bieber for his leadership in labor's anti-apartheid efforts.

Robinson, who met with Mandela last month in Johannesburg, said that Mandela "appreciates and knows full well the role that American labor has played in the development of American pressure to force South Africa to move in the right direction."

Mandela finishes his United States tour with visits to Los Angeles and Oakland, Calif., where he will meet Longshoremen and Warehousemen.

The AFL-CIO on apartheid

1956 to 1990

1956 — The AFL-CIO supports the International Confederation of Free Trade Unions' accusation against South Africa for violating ILO standards of freedom of association.

1957 — The AFL-CIO appropriates $50,000 "for a program to help the African trade unions in building strong, free trade unions." George Meany proposes and A. Philip Randolph seconds the council motion.

1959 — The AFL-CIO Executive Council in February "strongly condemns the apartheid policy of South Africa and pledges its support to the victims of political persecution in the South African Treason Trial" and in August declares the federation "will support the consumer boycott of products made in South Africa."

1960 — The AFL-CIO seeks "to explore the practicability of reinforcing the consumers' boycott by a government boycott of South African gold and other materials."

1961 — The AFL-CIO vows "to explore, especially with our colleagues in the transportation field, ways and means of extending the boycott to the industrial terrain." AFL-CIO and Kennedy administration spur effort to expel South Africa from the International Labor Organization (ILO).

1963 — The AFL-CIO calls the South African apartheid regime a "permanent threat to all of Africa" and urges the UN to explore a selective embargo of petroleum products to South Africa. George Meany leads walkout of ILO worker delegates during speech by South African employer delegate, but vows to stay in ILO and continue efforts to throw out South Africa.

1964 — The Executive Council calls on the UN to impose "a complete international embargo on oil and arms shipments to South Africa." South Africa leaves the ILO.

1965 — AFL-CIO efforts in Africa are expanded in founding of the African-American Labor Center (AALC), to "concentrate on vocational training, workers' education, cooperatives, clinics and housing."

1966 — Irving Brown, AALC director, testifies in Congress for direct U.S. aid to refugee centers on South Africa's borders. In the same hearings, the UAW calls for use of U.S. export controls to "stop all sales by U.S. companies" to South Africa and "that all U.S. purchases there be stopped."

1973 — George Meany says the 12 unarmed black workers killed at a Carelton gold mine are "victims of the vicious, inhuman system of injustice known as apartheid." The AFL-CIO convention praises the International Longshoremen's Association refusal to unload chrome from South Africa and calls for repeal of the Byrd Amendment which allows chrome imports from Rhodesia.

1977 — The Executive Council calls apartheid in Rhodesia and South Africa "an odious offense to moral standards" and urges pressure on those governments lest apartheid spread elsewhere in Africa. Bayard Rustin notes in the AFL-CIO News the murder of Steven Biko and counts 40 political prisoners killed since 1962.

1978 — The AFL-CIO urges that U.S. corporations divest themselves of South African affiliates and that the Export-Import Bank cease insurance and loan guarantees "which promote the flow of capital or credit to South Africa."

1982 — As the Pretoria government intensifies its attacks on black trade union activists, the AFL-CIO protests the Reagan administration's reversal of the four-year-old embargo on military sales to South Africa. In a letter to Secretary of State Haig, Lane Kirkland warns that "such sales will provide aid and comfort to this racist regime . . ."

1983 — Following pressure from the AFL-CIO and other free trade union organizations, the South African government releases six black labor activists it had jailed in an effort to break independent black unions. Meanwhile, an AFL-CIO cable to Prime Minister Botha strongly condemns the executions of three members of the outlawed African National Congress.

1984 — The AFL-CIO organizes daily demonstrations at the South African embassy and consulates in five U.S. cities to demand an end to apartheid and the release of 21 black South African trade unionists being detained without charges. Secretary-Treasurer Thomas R. Donahue and dozens of other union leaders participating in the demonstrations are arrested and jailed.

1986 — The AFL-CIO launches a boycott of Shell Oil products to protest the company's mistreatment of black workers in South Africa and its support of apartheid. Lane Kirkland travels on a four-day mission to South Africa and returns with the message that black independent trade unions there "want strong and effective economic sanctions imposed on South Africa's racist regime." Ten weeks later, Congress enacts a program of sanctions over a presidential veto.

1987 — In declaring its solidarity with 340,000 members of the National Union of Mineworkers who have laid down their tools in the struggle for economic and social justice, the AFL-CIO sets up the Fund for Striking South African Miners.

1990 — On the eve of Nelson Mandela's visit to AFL-CIO headquarters, the federation reaffirms its longstanding position that strong economic sanctions against South Africa must be maintained until all barriers to a non-racial, democratic society are lifted.

INSIDE

1 ***Labor seeks relief from defense layoffs***

Labor groups are working to help defense workers who face layoffs and are pressing for government and industry commitment to shift defense production to civilian uses.

1 ***Senate caves in on Hatch Act reform***

Republican defections in the face of White House pressure spelled defeat for Hatch Act reforms, which would have given federal workers a chance to participate in the political process.

3 ***Threat of Bush veto hangs over leave bill***

Family and medical leave legislation, approved by the Senate on June 14, is headed for a showdown as Bush administration officials contend that the president will veto the bill.

5 ***Organizing Institute offers on-job training***

Participants in the AFL-CIO Organizing Institute are learning the union organizing trade primarily through field work with veteran organizers.

6 ***COPE asks volunteers to get out the vote***

The AFL-CIO's Committee on Political Education is scouring shops and plants around the country looking for volunteers to help elect friends of labor in November.

9 ***VDT-related injuries spur call for changes***

Labor unions are pressing for relief for video display terminal operators following a federal finding that hundreds of editorial workers suffered repetitive motion injuries.

VOLUME 35, NUMBER 13
JUNE 25, 1990

AFL-CIO NEWS

UNION YES

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6/25/90

AFL-CIO NEWS

VOLUME 35, NUMBER 14 JULY 9, 1990

ILO conference adopts new international standards on nightwork and the use of hazardous chemicals. **Page 8.**

Bill Burke/Page One Photography

Executive Council members and guests give Nelson Mandela a standing ovation as he enters the meeting room at federation headquarters.

Unions give Nelson Mandela a hero's welcome

By Magda Lynn Seymour and Michael Byrne

Nelson Mandela, given a hero's welcome by the AFL-CIO for his lifelong struggle against apartheid, thanked the federation and its unions for three decades of support and vowed to work with labor and business to help build a free and democratic South Africa.

''The fact that today we are close to the day of liberation is due very largely to the support that we have received here,'' Mandela told a cheering throng gathered in the lobby of the AFL-CIO headquarters in Washington.

Mandela's 11-day, eight-city tour of the United States included many stops for union gatherings. Beginning in New York and Boston, Americans lined the streets and cheered Mandela wherever he traveled, paying tribute to a freedom fighter who has held on to his dream — even during a 27-year imprisonment — of a free and democratic South Africa.

''It is an honor for us and we deeply value you coming to this building, to your brothers and sisters of the American trade union movement, to enable us to share with you what you represent: the triumph of the human spirit,'' said AFL-CIO President Lane Kirkland.

Besides meeting with members of the AFL-CIO Executive Council in Washington, Mandela met with President Bush and later addressed a joint session of Congress, seeking support for continuation of economic sanctions against South Africa. The federation was unequivocal in its support.

Kirkland told Mandela the federation would work to continue sanctions ''until apartheid joins segregation in the dust-

Continued on page 6

''It is an honor for us and we deeply value you coming to this building, to your brothers and sisters of the American trade union movement, to enable us to share with you what you represent: the triumph of the human spirit.''

— Lane Kirkland

Janitors drive in Los Angeles wins SEIU pact

Agreement is reached following 'police riot'

By Arlee C. Green

A four-week strike marred by police violence in Los Angeles has resulted in a major victory for the Service Employees Local 399 Justice for Janitors campaign.

The Denmark-based International Service Systems Inc. agreed to recognize the union and accept the terms of the local's master agreement for 500 of its employees in the Los Angeles area. That agreement expires in April 1992.

The workers celebrated their success at a June 28 march and rally in Century City, where Mayor Tom Bradley and Councilman Zev Yaroslavsky praised the workers' resolve during the strike.

Following a telegram by AFL-CIO President Lane Kirkland protesting what the union called a ''police riot'' on June 15, Bradley agreed to order an investigation of the incident. Union marchers were beaten, injured and arrested for marching along a preapproved police route.

The Justice for Janitors campaign focused national attention on ISS and on JMB Realty Corp., a Chicago-based real estate syndicate that owns many of the Century City office towers and which hired ISS to service 14 Century City buildings.

The new labor agreement covers those buildings as well as about a dozen in downtown Los Angeles and several along the Wilshire Boulevard corridor, according to the union.

ISS janitors, who began returning to work June 29, got pay increases of 70 cents to 90 cents an hour, raising their hourly pay to $5.20. On April 1, 1991, the janitors will begin receiving health insurance, vacations and sick leave, the union said. As part of the settlement, all unfair labor practice charges were dropped.

Local 399 began its Justice for Jani-

Continued on page 9

Mark Stephson/SEIU

Victorious janitors are joined by activist and author Ron Kovic ("Born on the Fourth of July") in a rally June 28.

Seafarers' 3-year pact assures health plans

By Gene Zack

A 15-percent cumulative wage increase coupled with a cost-of-living provision, which ensures that pay will at least keep pace with inflation, highlight a new three-year contract negotiated by the Seafarers with a group of 26 shipping companies.

At the same time, the SIU beat back management efforts to reduce manning scales on vessels owned by member companies of the American Maritime Association and resisted a move to put a lid on wage increases that would have meant continued erosion in the purchasing power of merchant marines.

The contract — the provisions of which are retroactive to June 12 — was overwhelmingly ratified at special membership meetings in union halls across the country, and in voting that took place on all SIU-contracted ships as they entered U.S. ports.

The new maritime agreement provides that SIU health plans will continue to be funded entirely by shipowners, and all benefits currently offered through the Seafarers Welfare Plan will remain in place. Union and management representatives agreed to annual conferences to review the steps necessary to maintain current benefit levels.

That achievement in the area of health care benefits came in the face of a national crisis in which skyrocketing costs have led to management pressure on most workers and their unions to pay more for a decreased level of benefits.

The agreement calls for wage increases of 5 percent in each year of the pact, with additional cost-of-living hikes if the consumer price index rises above that 5-percent level in the second and third years of the contract. Any such COLA increases will represent the full difference between the pay raise and higher living costs.

The contract provides more than double the wage increases of 2 percent a year contained in the agreement with the shipping companies negotiated three years ago.

And, the SIU pointed out, the new pact exceeds the national average for wage increases negotiated by unions across the country in the first half of 1990. According to data compiled by the Bureau of Labor Statistics, the average union contract yielded raises of 3.8 percent the first year, and 3.3 percent annually for the life of the contract.

SIU President Michael Sacco emphasized that the union went to the bargaining table this year determined to resist any shipowner demands for concessions — noting that the "take-away" process had dominated negotiations in the industry during the 1980s.

"We felt it was time to call a halt to the give-back trend," Sacco said, "and that's exactly what we were able to achieve with this contract."

Tom Kite/Chicago AFL-CIO

At a rally in Chicago, Farm Workers President Cesar Chavez calls on unionists and consumers to continue boycotting nonunion California table grapes. The labor boycott is targeting growers that use deadly pesticides, which have been tied to staggering cancer rates in farm workers and their children. With Chavez is Chicago AFL-CIO President Robert M. Healy, back left, and state attorney general Neil Hartigan, right.

ILWU reaches tentative pact covering 9,000 dock workers

The Longshoremen's and Warehousemen's Union reached a tentative three-year contract with the Pacific Maritime Association that provides pay increases and job security for 9,000 dock workers.

The proposed agreement, jointly announced by ILWU President James R. Herman and PMA President William E. Coday, was reached about eight hours after the previous contract had expired on July 1.

The longshoremen remained on the job as bargaining continued. There has only been one major work stoppage at West Coast ports in the past 40 years.

The settlement terms were withheld pending ratification by the membership of both organizations. The ILWU said it anticipates the package will be ratified. The bargaining committee unanimously approved the accord and the union's longshore division will caucus in San Francisco July 9 to make its recommendation.

Voting by the members will be concluded by the middle of the month. About 100 PMA members also will vote on the package.

Upon ratification, the agreement will be retroactive to July 1. It covers workers at Pacific Coast ports in California, Oregon and Washington, the joint statement said.

Daily News unions seek board of inquiry in dispute

By Arlee C. Green

The Allied Printing Trades Council of Greater New York on July 3 asked the state's Industrial Commissioner to appoint a board of inquiry to investigate the bargaining disputes between the New York Daily News and the council's 10 unions, which represent the newspaper's 3,000 employees.

The council believes such a board of inquiry "can lead to successful settlement of the disputes without strikes or lockouts."

The action was taken at the council's weekly meeting, where recently hired Detroit labor lawyer Samuel McKnight outlined activities to aid bargaining and other efforts to gain successor contracts to those that expired on March 30.

McKnight, a partner in the Southfield, Mich., firm of Klimist, McKnight, Sale and McClow, said he is seeking common ground between the unions and News management leading to a constructive solution to the newspaper's financial concerns.

In a previous encounter with the News' union-busting law firm of King and Ballow of Nashville, Tenn., McKnight successfully represented the Broadcast Employees and Technicians in bargaining at Detroit television station WJBK. In that dispute, the employees conducted an advertiser communications program against the station.

Under New York labor law, the State Board of Mediation must certify that efforts to reach a voluntary settlement have been unsuccessful before the Industrial Commissioner can appoint a board of inquiry.

The 10 unions, in unanimously adopting the resolution seeking a board of inquiry, detailed their efforts to bargain with King and Ballow lawyers.

The News' obvious goal is to reach what it can call an impasse in negotiations, the council said, so it can unilaterally "impose onerous terms and conditions which the employees will have either to accept or reject by striking and then face the prospect of being replaced by persons to whom the Daily News has given promises of permanent employment."

Citing the shallowness of bargaining thus far, the resolution said that "any claim of impasse will be meaningless, since there have in reality been no negotiations."

The unions noted that the News has insisted on identical concessions from all 10 unions — giving management the unqualified right to change hours and working conditions without negotiating with the unions.

"In effect, the result would be to create a nonunion working environment," the resolution said. Further, the News has rebuffed the unions' efforts to even discuss specific ways to reduce labor costs, while conducting a "vast public relations campaign to discredit the unions," the council said.

The council suggested 18 questions the Industrial Commissioner might submit to a board of inquiry. It pointed out that a 1986 consultant's report, commissioned by the News, recommended eight "game plans" to improve the paper's competitive position and profitability.

Thus far, the only game plan implemented has been on labor costs, in which the unions granted the News a $30-million savings under the previous contract.

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LEGISLATION

Bush assailed for leave veto

By Mike Hall

Following through on a threat, and backing down from a 1988 campaign pledge, President Bush vetoed legislation providing unpaid family leave.

Backers of family leave accused the president of kowtowing to the business community at the expense of American workers and their families.

"President Bush has reneged on his campaign pledge to provide job-protected leave for family illness, child birth or adoption," Senate Majority Leader George Mitchell (D-Maine) said.

The veto was the 13th of Bush's term and a 14th looms on the horizon for child care legislation, now in a House-Senate conference. Administration officials have indicated that Bush may veto that bill as well.

The family leave bill was passed by the House 237-187, 46 votes short of the two-thirds majority needed to override a veto. The Senate passed the bill by a voice vote.

Bush vetoed the bill almost immediately after it arrived on his desk, ignoring a request for a meeting from several dozen House Republicans who supported the bill.

The veto "is a blow to America's working families. . . This veto is bad policy and bad politics," said Rep. Marge Roukema (R-N.J.). She also noted that the president's action could backfire on GOP candidates in the fall election.

When Bush was campaigning for president in 1988, he said he believed a family leave policy was needed for America s working families. But in his veto message, he qualified his support by saying such policies should be voluntary, not required by the federal government.

"No working mother should be forced to choose between the child she loves and the job she needs," said Sen. Edward M. Kennedy (D-Mass.). "The president might as well try to veto motherhood."

"The president should be ashamed of vetoing one of the most important initiatives that the Congress put together this year to reinforce and strengthen family values," said House Majority Leader Richard A. Gephardt (D-Mo.).

Congress has until the end of the current session to act on an override. But the bill's backers admit it will be an uphill fight.

"If we don't succeed this time," said Sen. Christopher Dodd (D-Conn.), "the president is going to see this bill every year as long as he's in the White House. This is a fundamental issue of human decency."

The bill was a bipartisan compromise that House members drew up in order to attract broader support for the bill. The legislation would have allowed an employee up to 12 weeks of unpaid leave per year for the birth, adoption or serious illness of a child.

The bill also would have granted leave for the worker's own illness or that of a spouse or parent. The worker's job, or an equivalent position, would be guaranteed upon return and health benefits would continue during the leave.

The legislation would have covered firms of 50 or more employees, about five percent of the nation's employers, but about 46 percent of American workers.

A parade of witnesses, including many workers who lost their jobs because they had to make a choice between caring for a loved one or going to work, spoke in favor of the legislation during hearings. Tens of thousands of workers have lost their jobs because there is no national leave policy.

The United States is the only industrialized nation without such a policy. European countries offer generous family leave benefits.

In Sweden, parents are allowed up to 90 days of paid leave per year to care for a sick child. While many opponents of leave in this country charged that workers would abuse leave benefits, a Swedish study shows parents use only an average of seven sick child leave days a year.

Business groups, such as the National Association of Manufacturers, opposed the legislation. Many of these same groups opposed child care legislation, even though it does not have a direct effect on private business. That legislation would authorize funds and provide standards for various child care programs around the nation.

Both chambers passed child care legislation and conferees have ironed out many of the differences between the two bills. But there is no indication when the conference will finish its work. Child care is another issue which Bush touted in his campaign, but he has opposed many portions of the current legislation.

Group urges restoring taxes to richest

As President Bush abandoned his no-tax pledge, the labor-backed Citizens for Tax Justice (CTJ) issued a report showing that much larger revenues could be raised by making the tax system more progressive — based on the ability to pay — rather than more regressive.

"Our plan is straightforward," said CTJ director Robert S. McIntyre. "Take back some of the huge tax cuts granted to corporations and the nation's wealthiest people over the past decade. Ronald Reagan raised taxes on nine out of 10 Americans but left America $3 trillion in debt," he said.

In a letter to House Speaker Thomas S. Foley, AFL-CIO Legislative Director Robert M. McGlotten said the federation "strongly believes any tax increase should come primarily from the wealthiest Americans who have enjoyed tax benefits during the 1980s."

If revenues are to be raised, said AFL-CIO President Lane Kirkland, "let it be done by a fair and progressive tax system. . . rather than turning toward regressive excise taxes — whether specific taxes on such items as gasoline or alcohol or general excise taxes such as value-added tax."

The CTJ proposal offers a list of 19 tax changes that will trim the deficit, curb tax shelters and at the same time protect the average taxpayer, McIntyre said.

In a memorandum to congressional budget negotiators, CTJ proposed raising the income tax rate for the richest 1 percent of Americans — those having an annual income of $270,000 or more — from the current 28 percent to 38 percent.

This would raise $142.3 billion over five years, CTJ said. Over the past 12 years, "tax cuts for the richest 1 percent have cost the Treasury almost $1 trillion," it said.

In view of "today's fiscal crisis, it's only fair to ask more from those whose after-tax incomes have more than doubled in the past dozen years," CTJ added.

CTJ said its other proposals "build on the improvements in tax fairness begun in the 1986 Tax Reform Act. For individuals, these proposals include estate and gift tax reforms; closing real estate capital gains loopholes; curbing farm tax shelters, and raising the alternative minimum tax from 21 to 25 percent. It said these reforms would raise $55.6 billion over five years.

For corporations, CTJ proposals include raising the tax rate from the current 34 percent to 38 percent, the same as the proposed top individual tax rate; curbing loopholes for foreign and U.S.-based multinationals; ending tax breaks for debt-financed corporate takeovers; ending tax deductions for runaway plants, and ending accelerated depreciation write-offs.

These and other reforms would bring in $19.1 billion over five years, it said.

CTJ contrasted its recommendations with what it called "the regressive tax agenda." Under a typical set of excise tax hikes on gasoline, tobacco and alcohol, it said middle-income families would pay seven times as large a share of their income as would the rich, and that poor families would pay 16 times as large a share of their income.

President Bush backtracked on his "read my lips" vow in a written statement June 26 in which he said any budget agreement with Congress would require "tax revenue increases."

Senate Budget Committee Chairman Jim Sasser (D-Tenn.) said, "We're trying to be even-handed. They (Republicans) are talking about taxes; we're talking about reducing entitlements."

And a total of 134 House Democrats wrote to House Speaker Thomas S. Foley (D-Wash.) to warn that they would not support "any agreement with the White House that puts a further burden on middle-class families rather than the very wealthy."

To contact a member of Congress, write to: The Honorable (Senator or Representative's name), United States Senate (or House of Representatives), Washington, D.C. 20510 (Senate) or 20515 (House).

Capitol Digest

The House will be the site of a showdown in July on a ghost of Reaganomics — a vote on a constitutional amendment to require a balanced federal budget regardless of economic circumstances.

Through a parliamentary maneuver, the amendment's sponsor, Rep. Charles Stenholm (D-Texas), was able to bypass a committee vote and take the resolution (H.J. Res. 268) straight to the floor. A constitutional amendment requires a two-thirds vote of both houses and ratification by three-quarters (38) of the states.

Twice during the Reagan era, the AFL-CIO and a broad group of economic experts and constitutional scholars were able to convince Congress that such an amendment would have disastrous results. But both times the fight was close.

In 1982, the Senate passed a balanced budget amendment, but an intensive AFL-CIO grassroots campaign helped defeat in it the House. In 1986, the Senate fell just one vote short of the two-thirds majority needed to pass the amendment.

Elsewhere on Capitol Hill:

CIVIL RIGHTS — The Senate set July 9 for a vote on the AFL-CIO-backed Civil Rights Act of 1990. The bill would overturn several Supreme Court rulings that make it more difficult for workers to pursue employment discrimination remedies. The Bush administration has expressed its opposition to several portions of the bill. But the House and Senate leadership was working to overcome some of the objections and reach a possible compromise before the bill comes to a vote.

FISH INSPECTION — The AFL-CIO has asked the Senate to beef up portions of a bill that would establish a health and safety inspection system for fish products, similar to regulations for meat and poultry. The Fish Safety Act of 1990, S. 1245, needs strong "whistleblower" protections, AFL-CIO Legislative Director Robert M. McGlotten said.

LEAD — Dr. Knut Ringen, director of the Laborers National Health and Safety Fund, told a Senate subcommittee hearing on lead exposure problems that training and lead abatement standards are needed to protect workers involved in construction jobs around the bridges and other structures containing lead-based paint.

TRADE — A free trade agreement with Mexico could cost thousands of American workers their jobs, the AFL-CIO told the House subcommittee on trade. Federation foreign trade specialist Mark A. Anderson noted that U.S. industry already has taken advantage of the poverty of Mexican workers, transferring production to Mexico. "A free trade agreement will only encourage greater capital outflows, bring about an increase in imports from Mexico and further harm the U.S. industrial base," he said.

AFSCME photo

Nelson Mandela is greeted by AFSCME President Gerald W. McEntee (left) and Secretary-Treasurer William Lucy.

AFSCME convention hails Mandela

Miami Beach, Fla.

Nelson Mandela received a rousing ovation from delegates to the 29th annual AFSCME convention as he spoke of his hopes and dreams of a "united, democratic, non-racial and non-sexist South Africa," and asked for continued labor support for his campaign against apartheid.

Introduced by AFSCME Secretary-Treasurer William Lucy as "a symbol of freedom that has moved millions of people in scores of lands," Mandela thanked American trade unions for having set "the highest standard for labor solidarity, both in this country and abroad."

And, he added, "in jail and behind the thick prison walls, we could hear, loud and clear, your voice calling for our release."

Mandela's wife, Winnie, also spoke to the AFSCME convention. Scanning the racially mixed audience, she told the delegates that "your meeting has the face of the South Africa we are prepared to die for. This is the society they have given their lives for."

Another South African, Municipal Workers General Secretary John Ernstzen, reiterated the importance of keeping sanctions on that state. "The international isolation of apartheid must go on," Ernstzen told the convention.

AFSCME councils and local unions, and the delegates here, raised more than $300,000 for the South African freedom struggle.

Other speakers at the AFSCME convention included New York City Mayor David N. Dinkins, Labor Secretary Elizabeth Dole, gubernatorial candidates Ann Richards of Texas and Donald D. Avenson of Iowa, and four presidents of AFL-CIO unions — Mine Workers President Richard Trumka, Flight Attendants President Susan Bianchi-Sand, Machinists President George J. Kourpias, and Amalgamated Transit Union President James La Sala.

The four AFL-CIO union presidents thanked AFSCME members for their support during recent years, and they won warm cheers from the audience. But it was Trumka who brought the delegates to their feet with a charging declaration about America's vision and the Bush administration's failures.

"What's become of America's vision?" Trumka demanded. "The vision to fight racism, religious bigotry, and sexism."

"President Bush proclaimed that there was a 'fresh breeze' blowing in America," Trumka said. "There is no 'fresh breeze' when hospitals are filled with sick people unable to pay because they have no health insurance. There is no 'fresh breeze' on picket lines.

"We need to select our political friends better to bring an end to contracting out, closing down state hospitals, and taking away union jobs." Trumka concluded.

The theme of the AFSCME convention was "AFSCME — Our Union Working for the American Family," and President McEntee took that theme for his State of the Union address: "Now, at the start of his hopeful new decade, we can make the 1990's the decade for democracy, the decade for dignity, the decade for new dimensions of decency in our society." McEntee chairs the AFL-CIO's committee on family needs.

"If the 1980s were the decade of greed and get-rich-quick — if the 1980s were the decade for the life styles of the rich and famous — then the 1990s can be the decade when we make life just a little more secure for the people who are America's heart and soul — America's working families," he said.

At AFSCME's traditional Equal Partners Breakfast, dedicated to women members, delegates heard stage, screen, and TV star Sally Struthers tell about her life as a working mother.

Guild targets strikebreakers, right to strike

New York

Pointing to the tactics of the New York Daily News in its current contract talks with 10 unions, delegates to The Newspaper Guild convention strongly endorsed legislation to prohibit the hiring of "permanent replacements" for striking employees.

The Tribune Co.-owned daily threatened employees with permanent replacement without even the hint that a strike would take place, the convention said about the New York Daily News.

"In fact, management didn't even wait for bargaining before making the threat," and now "a publisher who pleaded poverty somehow has found the money to keep strikebreakers and their trainers on the payroll, all the while taking actions calculated to drive employees to strike," it noted.

The Daily News' actions point up the fact that over the past decade "the right of American workers to strike . . . has been effectively reduced to the right to be fired," the convention declared.

In his keynote address, President Charles Dale pledged that, with the convention's endorsement, the Guild will "pull out all the stops" in support of bills to ban striker replacement.

The 217 delegates also heard pledges of bargaining solidarity from George E. McDonald, president of the city's 10-union Allied Printed Trades Council, and from Michael Alvino, president of the unaffiliated Newspaper and Mail Deliverers Union.

Howard Samuel, president of the AFL-CIO Industrial Union Department, discussed operations of the Newspaper Industry Coordinating Committee, which is promoting union solidarity efforts at newspaper chains.

Delegates called for legislation to repair "the serious damage" done to fair employment practices by Supreme Court decisions last year and pressed for civil rights protections for disabled Americans.

They also urged Guild members and supporters to step up their efforts in the campaign to free Associated Press correspondent Terry Anderson, who was kidnapped in Lebanon in March 1985.

A proposal to shift the Guild's convention schedule from a yearly session to a biennial meeting was rejected.

APRI: Black Americans' health care needs are acute

Detroit

Citing disturbing health care statistics about black Americans, the A. Philip Randolph Institute pointed out the urgent need for Congress to pass national health care legislation.

"The future of health care in this country is in jeopardy," said APRI President Norm Hill at a news conference kicking off the 21st APRI National Conference. "The only way an individual can make a difference in this dilemma is by voting in legislators and congresspeople who are sensitive to these needs."

APRI figures show that, of the more than 37 million Americans who have no health insurance, three-quarters are workers and their families. Another 20 million have insufficient coverage.

APRI noted that black workers suffer the most because of low income status and high unemployment. Nineteen percent of black Americans have no health insurance compared to 13.3 percent of the total population, meaning one in five black Americans have no health insurance.

The need for national health insurance was underscored by conference speaker Karen Ignagni, director of the AFL-CIO Department of Employee Benefits, who urged the nearly one-thousand APRI delegates to organize grassroots educational programs to push for a national solution to the health-care crisis.

Also addressing the conference was AFL-CIO Secretary-Treasurer Thomas R. Donahue. In addition, Green Lewis, assistant director of the AFL-CIO Department of Organization and Field Services, chaired a panel of union organizing directors, which included Richard Bensinger, director of the AFL-CIO Organizing Institute.

A panel discussion on the legacy of A. Philip Randolph was chaired by Professional Athletes President Gene Upshaw and included Retail, Wholesale and Department Store Union President Lenore Miller, UAW President Owen Bieber and Government Employees President John Sturdivant.

Another panel, which discussed ways to carry Bayard Rustin's legacy into the 1990s, included U.S. Rep. John R. Lewis (D-Ga.), Clayola Brown, director of civil rights for the Clothing and Textile Workers, and Dr. Bernard E. Anderson, director of the Urban Affairs Partnership.

Randolph and Rustin, both labor and civil rights leaders, founded the APRI 25 years ago as a non-partisan, civil rights and labor organization dedicated to voter education, registration and participation.

BCT, IAM locals settle with Sara Lee

New Hampton, Iowa

Sara Lee bakery employees, members of the Bakery, Confectionery and Tobacco Workers Local 417, ratified a new four-year contract that eliminates a three-tier pay scale and addresses health and safety concerns.

Meanwhile 80 Machinists District 134 members, also Sara Lee employees, approved a 42-month contract.

The two units had bargained with the Kitchens of Sara Lee, the baking division of Sara Lee Inc., under a joint certification in past years, but created two separate agreements this time.

The BCT workers, dissatisfied with the company's handling of an increasing number of workers requiring treatment for repetitive motion disorders, including carpal tunnel syndrome, struck Sara Lee March 12 after turning down its initial offer.

A second offer was rejected a day later, but they voted on March 31 to return to work under a contract extension to June 2.

On May 20, the unit unanimously rejected the company's proposal after management refused to abandon superseniority for 41 workers who scabbed. The workers also rejected management's policy of requiring workers with repetitive motion disorders (RMD) to see a doctor 100 miles away.

Under the new agreement, a labor-management committee will be set up to consult with experts to review and improve jobs and to develop a local medical capability for the diagnosis, treatment and rehabilitation of workers with RMD.

The workers won 4-percent annual wage increases, structured to eliminate the triple-tier pay system, and improvement in the pension plan. The union beat back company demands for cuts in health care benefits.

The IAM local also struck the firm for three weeks. The unit won pay increases of 6 percent immediately followed by annual increases of 4 percent for a total of 18 percent over the contract's term.

The workers' monthly pension benefits will be improved by $2 per year of service in 1992 and 1994.

Farm Workers win Garin vote

Fresno, Calif.

Undeterred by management's widespread efforts at intimidation, 3,000 grape and fruit workers at Garin Co. voted in favor of the Farm Workers as their bargaining representative.

The UFW won nearly 60 percent of the vote and an additional 20 percent of the ballots cast — most of them in favor of the union — were challenged by the employer, who claimed that the workers lacked proper identification.

UFW Vice President Dolores Huerta accused the rancher of trying to blunt the union's organizing efforts by laying off 1,200 workers in the weeks prior to the election.

In addition, she said, Garin used such techniques as shutting down company housing, turning off gas, removing workers' mattresses and closing the community kitchen as part of its attempt to coerce the grape and fruit workers into voting against the union.

Bill Burke/Page One Photography

Food and Commercial Workers Local 400 members picket the Belgian Embassy in Washington, paralleling a similar rally in Brussels, where the Belgian union SETCA was picketing the U.S. Embassy. The unions were demonstrating against the inaction of both governments in getting Delhaize le Lion, the Brussels-based owner of more than 500 Food Lion stores in the United States, to obey U.S. labor laws. Local 400, which has tried to organize workers at some 200 Food Lion stores in Virginia since 1988, has been barred from talking to workers both on and off company property. National Labor Relations Board complaints are pending against the company. Nearly 100 UFCW members marched on the picketline.

Inbrief

Mississippi AFL-CIO shifts titles, terms

Jackson, Miss.

The Mississippi AFL-CIO convention approved constitutional changes increasing the term of office from two years to four years, changing the titles of vice president to executive vice president and board of directors to vice presidents. It also voted to expand the executive board from 23 to 25 members.

The 218 delegates then elected by acclamation Neal Fowler to his first four-year term as president/secretary-treasurer. Elected as executive vice presidents were incumbent vice presidents George Powell, Communications Workers; Cecil Shelton, Aluminum, Brick and Glass Workers; Frank Brooks, Clothing and Textile Workers; Robert Shaffer, Boilermakers; Danny Johnson, Steelworkers and new officer Tom Ryle, Electrical Workers.

New vice presidents, elected by acclamation, were Thelma Kennedy, Ladies' Garment Workers; Joyce Williams, Machinists; Donna Cochran, Office and Professional Employees; Ed Lowe, Plumbers and Pipe Fitters, and Jack Wuichet, Food and Commercial Workers.

Incumbent directors elected as vice presidents were Larry Bridges, Rubber Workers; James Brim, USWA; Louis Carter, IBEW; Danny Chisolm, CWA; L.D. Clark, IBEW; Benny Eggler, Government Employees; Maryann Graczyk, Teachers; Richard Johnson, Electronics Workers, and Billy Little, Paperworkers.

Graczyk also was elected Women's Activities director; Cecil Shelton was elected Minority Affairs director, and Thomas Knight, who headed the state federation from 1986-88, was elected president emeritus.

The convention voted to endorse Rep. Mike Espy (D) for re-election in the state's second congressional district and Chuck McCrae for Southern District Supreme Court justice.

Guest speakers at the three-day convention were Gov. Ray Mabus, Secretary of State Dick Molpus, Attorney General Mike Moore, Rep. Espy, State Sen. Ken Harper (chairman of Senate Labor Committee), State Rep. Horace Buckley and Norman Hill, president of the A. Philip Randolph Institute.

North Dakota pushes for state law changes

The North Dakota State AFL-CIO called for strengthening the state workers' compensation and health and safety laws in convention resolutions.

"The state must reduce the monetary impact on injured workers," President David Kemnitz said. He also criticized state OSHA laws, calling for stiffer penalties for violations and more inspections. The resolution also called for repeal of a state law that provides employer immunity from suits for safety violations.

Delegates also endorsed Democratic incumbent U.S. Rep. Byron L. Dorgan and candidates for the state labor commissioner and public service commissioner, and heard reports from Region XII Organization and Field Services Director Ray Francis and Region XII COPE Director Randy Kiser.

Other speakers included U.S. Sen. Kent Conrad (D) and National COPE representative Steve Protulis.

Arizona convention cheers King holiday

Delegates to the Arizona AFL-CIO convention had reason to celebrate when the state legislature re-instated the Martin Luther King holiday during the convention.

One of the scheduled convention speakers, state House Minority Leader Art Hamilton, was unable to attend because he was busy shepherding the legislation.

During the three-day convention, delegates passed a resolution supporting the re-instatement of the holiday, which Arizona union members have worked for since former Gov. Evan Mecham revoked it.

The convention theme of political empowerment was echoed by speakers such as AFL-CIO Legislative Director Robert McGlotten, who stressed keeping those sent to Washington accountable at the ballot box. Lela Foreman of the Communications Workers focused on the need to lobby for the family agenda, through bills dealing with child care and family leave.

Other convention speakers and panelists discussed the need for increased COPE activity; the use of public relations in political campaigns; the vital role of support groups in the labor community and the need for increased membership contact to help unions grow.

New Jersey delegates rally for health care

Declaring the cost, availability and quality of health care to be the most critical social and economic issue in the 1990s, the New Jersey State AFL-CIO resolved to put resources behind its convention theme of Health Care Cost Containment.

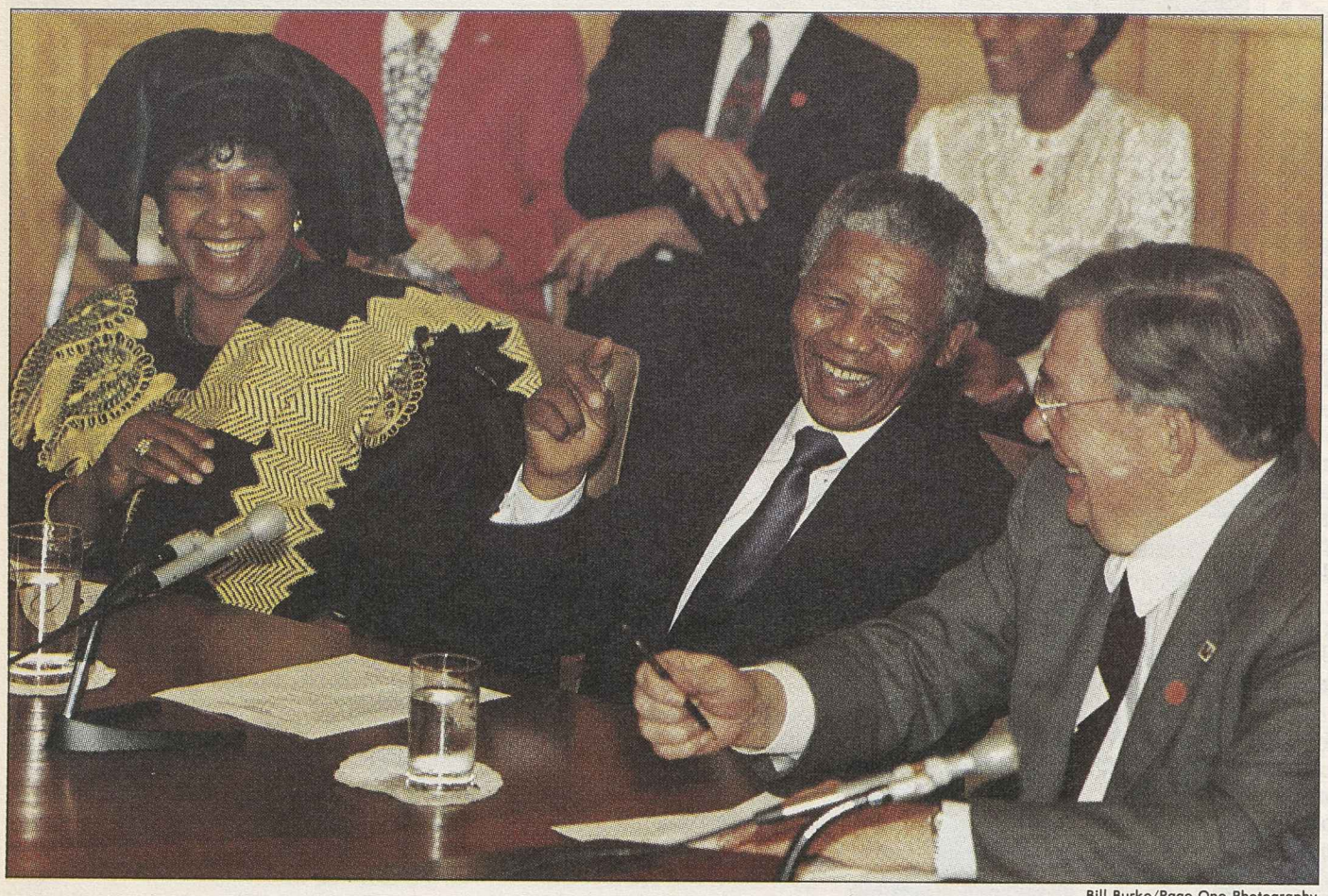
At its May convention, the state federation passed a detailed resolution on health care reform, noting that some one million New Jersey residents — approximately 11 percent of the population — are currently uninsured because of the excessive cost of health care insurance.

As a result, the resolution stated, "New Jersey's Uncompensated Care Trust Fund has grown more than 220 percent since 1983 and is expected to top $600 million in 1990."

New Jersey State AFL-CIO President Charles Marciante was appointed co-chair of an 18-member health care commission by New Jersey Governor James Florio. The commission is expected to have recommendations by October.

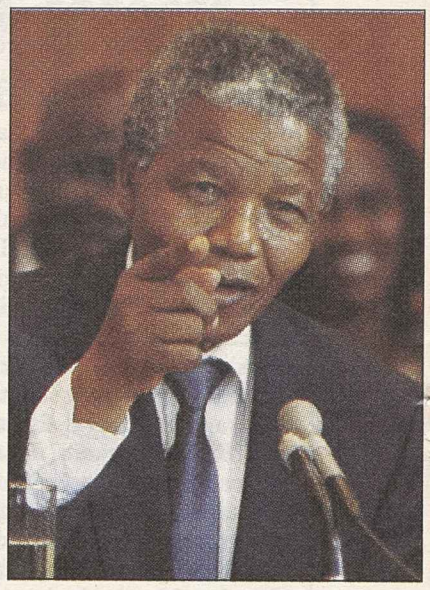
Florio, during his address to the convention, signed a new state minimum wage law, which will bring the state's minimum wage up to $5.05 an hour by 1992.

In other business, delegates endorsed Democratic Sen. Bill Bradley in his re-election bid in November.



Bill Burke/Page One Photography

Winnie and Nelson Mandela, along with AFL-CIO President Lane Kirkland, meet with Executive Council members.



"We regard as an honor for us to be welcomed by the labor movement of the United States of America. The fact that today we are close to the day of liberation is due very largely to the support that we have received here."

Mandela thanks labor for support

Continued from page 1

bin of history." And Executive Council members promised to continue and expand their union-to-union programs in South Africa, to help in organizing and training workers there.

"In a turbulent nation where the road to nonviolent change is fraught with peril," Kirkland said, "Mandela's role in upcoming negotiations will be pivotal. Let him be assured of our deep commitment to his struggle and our determination to help him in any way possible."

In the televised meeting with AFL-CIO Executive Council members, which was fed live by satellite across the country, Mandela was joined by Congress of South African Trade Unions (COSATU) Vice President Chris Dlamini in thanking the AFL-CIO for its historic support, which dates back to 1956.

"Since COSATU was formed, it has always plugged itself into the national democratic struggle," Dlamini said. "When we started to solicit support for the call for sanctions and disinvestment, the AFL-CIO is one of those that played a leading role in that support."

Mandela echoed that praise for the federation, and for individual union members and officers.

"We know that many of you here are people who have demonstrated in front of the South African embassy and have been arrested for doing so," Mandela noted. "We are therefore here among our own brothers and sisters, amongst our comrades in arms."

When asked what else American unions can do to support trade unions in South Africa, Mandela noted the need to continue and expand the present union-to-union programs in his country.

"The labor movement in the U.S.A. is one of the strongest in the world," Mandela said. "You have immense experience in the very organization of trade unions, the methods of negotiations with employers on behalf of the workers, and the training of the workers to articulate their views on the factory floor."

Mandela asked American labor to make its expertise available to COSATU and emerging unions in South Africa. Dlamini and Mandela agreed that the African National Congress and the black trade unions "see eye to eye on the role of trade unions" in a new South Africa.

"There is no question of a federation affiliating to a political party," Dlamini said, but added that the labor body "would be independent in the future so that it would be able to address certain problems that relate to the working people."

Mandela, smiling at Dlamini's answer, said, "Just to add, we have noted the threat."

Before Mandela left, Kirkland presented him with a book of clippings of AFL-CIO efforts against apartheid since the merger of the CIO and AFL in 1955.

The book shows the evolution of sanctions against South Africa. The AFL-CIO started a boycott of South African goods in 1959, called for an embargo of oil in 1963 and urged U.S. companies to stop doing business there in 1966.

From Washington, Mandela and his delegation went to Atlanta and then to Miami, where they were greeted by an exuberant 5,000 delegates and guests to the AFSCME convention. AFSCME Secretary-Treasurer William Lucy, a leader in the U.S. anti-apartheid movement and in the planning for the Mandela tour, presented Mandela a check for more than $300,000, raised by the AFSCME delegates for the ANC. (See story, page 4).

Mandela's next stop was Detroit, where he told autoworkers at UAW Local 600 that they were the ones "who have made the United States of America a superpower, a leader of the world." Despite the sweltering heat in the factory, Mandela and his wife Winnie donned UAW jackets and caps for the autoworkers, who had waited four hours to see him.

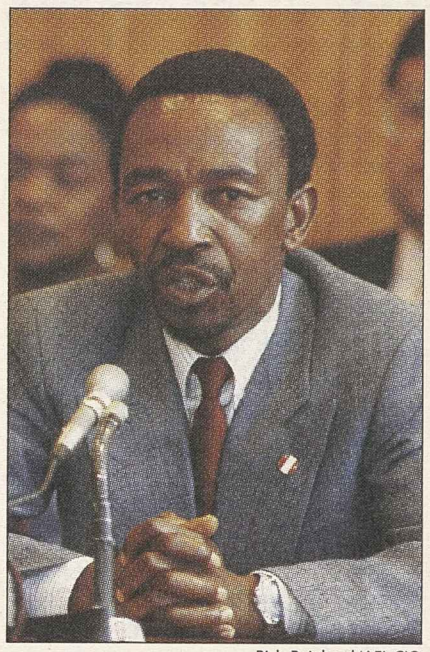
Mandela, weary but determined, went on to California, where he spoke in Los Angeles and Oakland.

In Oakland, he declared that he had been successful in his two-pronged mission, to gain both U.S. political and financial assistance in the struggle against apartheid.

"The people of the United States have given us the means that we require to smash apartheid," Mandela said. "They have done so in a very generous way, and we have no doubt that here we have comrades in the struggle."

Concerns about his health were often raised, as Mandela kept "trying so hard to do what everybody wants him to do," one Detroit tour planner said. But Mandela, the man with a mission, persevered.

Asked in Detroit about his health, Mandela the former boxer said he felt fine, flashing two thumbs-up signs.



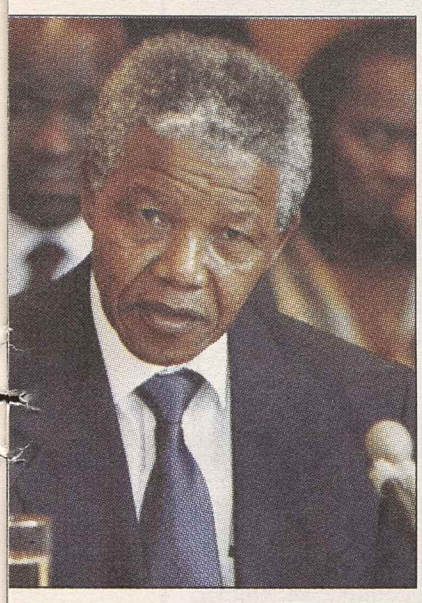
Rick Reinhard/AFL-CIO

COSATU Vice President Chris Dlamini seeks help from U.S. trade unions.

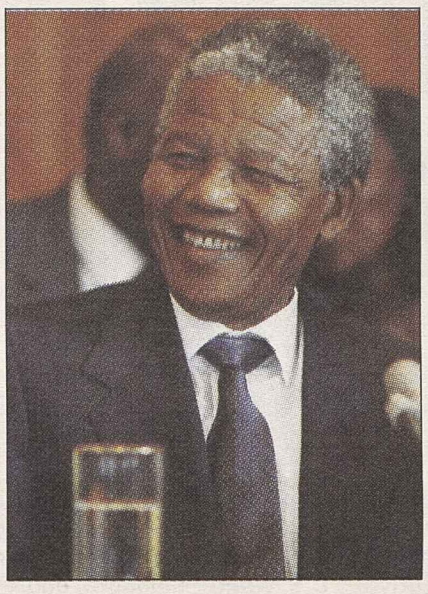
"If you want to test this, just bring some boxing gloves," he told reporters.

And in Oakland, he said, "Despite my 71 years, at the end of this visit I feel like a young man of 35. I feel like an old battery that has been recharged. It is the people of the United States who are responsible for this."

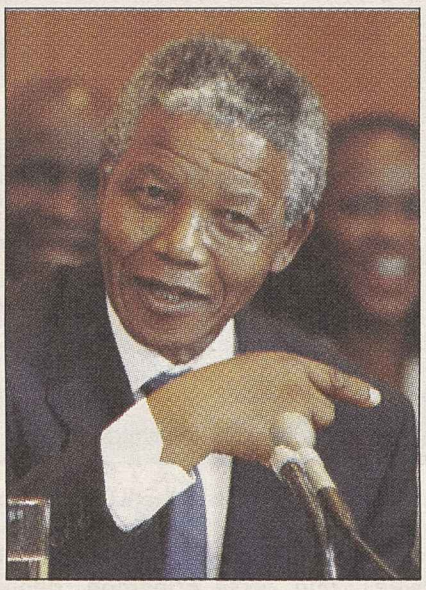
The AFL-CIO's Labor Institute of Public Affairs has a one-hour VHS videotape of Nelson Mandela's visit to AFL-CIO headquarters available for $8. Order from LIPA, Room 206, 815 16th St. N.W., Washington, D.C. 20006.



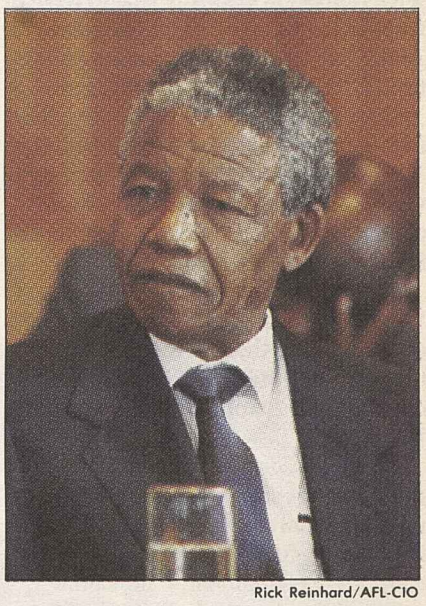
"The government sought to impose. . . insulting conditions on us before they would talk. We could ask them to give reparations for the crimes they have committed."



"It would be sufficient for me merely to state that there are significant developments that are taking place in our country (that) make it possible for us to reach a negotiated settlement."



"You can help tremendously by making this expertise available to our trade union movement. If COSATU can get the assistance of the American trade union movement, they would make an even greater impact."



Rick Reinhard/AFL-CIO

"We have no hope whatsoever of redressing inequitable distribution unless there is state participation in certain sectors of the economy. For the rest of the economy, that will be based on free enterprise."

Bill Burke/Page One Photography

Steve Yarmola/AFL-CIO News

Rick Reinhard/AFL-CIO

AFL-CIO Secretary-Treasurer Thomas R. Donahue (top, left) talks with Winnie Mandela during the meeting of Executive Council members with her husband, Nelson. Mandela dons a Union Yes hat as he is accompanied by Willie Baker, a UFCW vice president (above). As the meeting concluded (left), Kirkland presents Mandela with a book detailing four decades of support by the AFL-CIO for the anti-apartheid struggle.

ILO parley focuses on environment, chemical perils

Funds vital to efforts, AFL-CIO tells group

Geneva

Full funding of International Labor Organization efforts is vital to reduce worldwide environmental dangers, the AFL-CIO told the 77th session of International Labor Conference here.

More than 2,000 employer, worker and government representatives from 139 nations participated in the three-week session as the world parliament of labor focused on the environmental impact of the workplace.

The problems facing the environment ''cannot be resolved by closing plants and reopening them in locations where there are no standards or weak standards,'' U.S. worker delegate James Baker said.

''Unfair trade based on the lack of effective environmental protection undermines standards everywhere and contributes to a further deterioration of our common environment,'' he said.

The U.S. worker delegation to the ILO Conference included (left photo, from left) Vincent Sirabella, director of organization for the Hotel Employees and Restaurant Employees, and Jesse Friedman, deputy executive director of the American Institute for Free Labor Development. Charles Gray, executive director of the Asian-American Free Labor Institute and the deputy U.S. worker delegate, addresses the conference (right).

Baker is the AFL-CIO European representative and was part of an AFL-CIO delegation to the conference that included President Lane Kirkland and Vice Presidents John Joyce, president of the Bricklayers, and Lenore Miller, president of the Retail, Wholesale and Department Store Union; and Charles Gray, executive director of the Asian-American Free Labor Institute.

Delegates adopted new international standards on night work and the use of hazardous chemicals in the workplace, and held initial discussions on standards for working conditions in hotels and restaurants — an issue to be considered at the 1991 session.

The conference urged all 149 member governments in the ILO to maintain and strengthen political and economic sanctions against South Africa to force an end to apartheid.

That action came after Nelson Mandela, deputy president of the African National Congress, told delegates that apartheid in all its principal elements is still in place.

''We are still ruled by a white minority government,'' said Mandela. ''Millions of our people are still confined to bantustans (homelands) and other group areas. In other words, fundamental change has not yet taken place. The struggle must therefore continue.''

Mandela saluted the ILO for its ''enormous contribution'' to the struggle for democracy, making special note of its assistance to South Africa's democratic trade union movement, which made possible an agreement with employers to change the repressive Labor Relations Act.

U.S. Labor Secretary Elizabeth Dole praised ''grassroots labor movements'' for their key role in the social and political changes that swept across Eastern Europe in the last year.

She noted that the ILO defended ''fundamental labor rights, which helped pave the way for many of the democratic and economic reforms that followed.''

Polish Prime Minister Tadeusz Mazowiecki emphasized the same point, noting that the ILO ''brought us critical support at a time when we were denied the right to exist. It helped us to survive a difficult period and to follow the path of democracy.''

In adopting the convention on night work, delegates spelled out specific steps to protect night workers' health, provide maternity protection, make assistance available in meeting family and social responsibilities, make job-advancement opportunities available, and compensate these workers appropriately.

Calling for greater efforts to prevent or reduce the incidence of chemically induced illnesses, the conference proposed that chemicals be evaluated for their hazards, that employers be provided with a mechanism to obtain information from suppliers needed to set up effective protection, and that workers be provided with information that will assure their effective participation in protection programs.

In addition, the new standard stipulated that workers ''shall have the right to remove themselves from danger resulting from the use of chemicals when they have reasonable justification to believe there is an imminent and serious risk to their safety or health.''

Paving the way for the adoption of a new standard next year, the conference adopted a number of conclusions on improving working conditions in the fast-growing hotel and restaurant industries.

The goal is to insure that workers in these industries are covered by minimum standards for hours of work, rest periods and paid annual leave, and that they enjoy social security entitlements adopted at the national level for all workers.

Director General Michael Hansenne said the ILO's action in the fields of training, research and major hazard prevention could be strengthened considerably if member states were to make more resources available. The United States, Hansenne noted, already has announced a special grant to finance studies on the working environment in Eastern Europe.

Unionists view Nicaragua's shift to democracy

Managua, Nicaragua

A U.S. labor delegation joined with thousands of Nicaraguans to witness the historic transition to democracy in this strife-ridden country.

Among those on hand for the transfer of the blue-and-white presidential sash from Sandinista leader Daniel Ortega to opposition leader Violeta Chamorro were two representatives of the AFL-CIO Executive Council — Bricklayers President John T. Joyce and Ladies' Garment Workers President Jay Mazur.

It marked the first time in the Western Hemisphere that a democratically elected opposition took over the reins of government from a totalitarian regime.

To Joyce, the spectacle in the crowded Managua stadium was a symbol of the democratic transformation sweeping the globe. ''The workers of Nicaragua struggled hard and long for this moment,'' Joyce said, ''and I was glad to be able to share it with them.''

Mazur agreed, adding: ''Nicaragua appears to be on the road to democracy, and labor played a key role in that transition. I have a feeling the unions will continue to need our help as they try to rebuild their economy and their labor movement.''

The two AFL-CIO vice presidents were part of a U.S. labor delegation invited by the Nicaraguan Confederation of Trade Union Unity (CUS), an affiliate of the International Confederation of Free Trade Unions.

CUS General Secretary Alvin Guthrie thanked the AFL-CIO for its help during the past 20 years. ''Please tell all those who have visited us, all those trade unionists in your country who defended us against the attacks of the Sandinistas, that the workers of Nicaragua will never forget your solidarity,'' he said.

Guthrie and six other labor leaders will serve as congressional representatives in the newly elected 90-member National Assembly.

Besides Joyce and Mazur, the U.S. labor delegation included William C. Doherty, executive director of the American Institute for Free Labor Development; Byron Charlton, international affairs coordinator of the AFL-CIO Legislative Department; Joel Freedman, international affairs director of the Bricklayers; Gordon Ellison, AIFLD's country program director in Nicaragua, and David Jessup, director of AIFLD's Department of Human and Trade Union Rights.

Two days after the inauguration, 7,000 workers gathered in nearby Chichigalpa for another transition, as the sugar workers and cane cutters of the San Antonio sugar mill — the largest in Nicaragua — voted overwhelmingly to disaffiliate from the Sandinista Trade Union Centeral and join the CUS.

In the coming weeks, other groups of workers are scheduled to hold conventions to vote on breaking away from Sandinista-style unionism. The CUS expects affiliations involving approximately 3,400 workers in the port of Corinto, 2,000 Victoria brewery workers, and some 5,700 others working in food processing, transportation, hotel and restaurant enterprises in Managua.

The Sandinistas appear to be losing their grip on government workers as well. Employees from the Ministry of Finance recently initiated discussions with the CUS on the affiliation of 5,000 bank workers.

Other trade union confederations cooperating with the CUS in an umbrella coalition known as the Permanent Congress of Workers expect similar growth.

Burmese election has been ignored by Maung regime

The AFL-CIO has called for the regime of Gen. Saw Maung to recognize the will of the Burmese people, who apparently have given a majority vote to the opposition National League for Democracy.

While reports indicate that the NLD has won control of the government through the ballot box on May 27, the Maung regime has yet to confirm the victory, nor has it released major opposition politicians, including NLD leader Aung San Suu Kyi, from prison or house arrest. Instead, Maung has begun to set new conditions.

The federation also has urged the Bush administration to continue its economic sanctions against Burma until the Burmese elections have been certified as valid and fair.

The Executive Council in February expressed fears that the May 27 elections would be a charade, noting that the Maung government in 1988 murdered 3,000 students, workers and monks during demonstrations led by Suu Kyi.

The federation urged U.S. allies to ''cut off their support for a regime so fearful of democracy that it murders its own people by the thousands.

OSHA compliance rule shift seen as risk to worker

By Arlee C. Green

The Occupational Safety and Health Administration's proposed changes in its methods of compliance standard are "unwarranted, unnecessary, unjustified and ill-advised," the AFL-CIO testified at an OSHA hearing, warning that "if adopted (they) would increase exposures for workers, putting them at greater risk of injury and disease."

Federation Occupational Safety and Health Director Peg Seminario pointed out that the proposed changes would broaden the instances in which employers could require workers to use respirators to control exposures to toxic substances. Engineering controls remain the "method of choice because they provide the most reliable and effective means of control," she said.

Seminario cited problems with the design of respirators, saying the "certification process is inadequate and the proper use of respirators cannot be assured. OSHA's respirator standard is badly out of date and most employers' respirator programs are lacking. Even in the best of circumstances, there are many workers who cannot wear respirators because of medical problems."

Seminario traced the genesis for this rulemaking to 1981, when the Reagan administration targeted the standard for weakening "in an attempt to permit widespread respirator use instead of engineering controls."

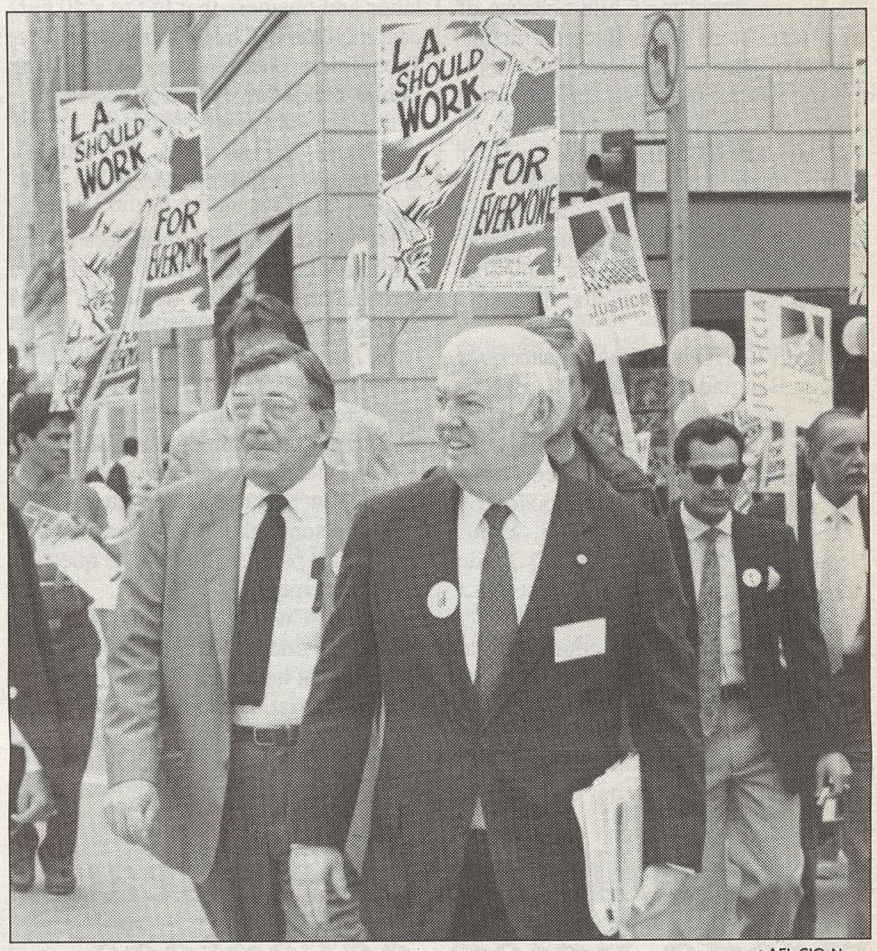
The motivation for that action, she said, was political with no scientific evidence supporting the proposition that respirators can provide protection as effectively as engineering controls. A decade later, there is still no scientific evidence showing respirators can provide the level of protection required by the Occupational Safety and Health Act, she said.

"OSHA should direct its efforts to serious problems like cadmium and methylene chloride where standards are lacking," Seminario said. "Proceeding with the methods of compliance rule-making is a waste of OSHA's time and the public's resources."

OSHA proposed changing five areas of the methods of compliance rule to "incorporate additional flexibility . . . by more explicitly setting forth the circumstances under which respiratory protection may be used in lieu of engineering controls."

But, Seminario said, "review of the proposed rule shows that the proposed amendments go far beyond the allowances for respirators in individual standards" and "will only confuse regulatory requirements and impede OSHA enforcement of the permissible exposure limits."

SEIU/From videotape



AFL-CIO News

Los Angeles police bash union marchers (above) during a June 15 rally in which dozens were injured and 40 arrested. SEIU Local 399 has filed suit against the city, which has ordered an investigation. The Justice for Janitors campaign was bolstered last year when AFL-CIO President Lane Kirkland and SEIU President John Sweeney led a rally in Los Angeles (right).

'Justice for Janitors' drive adds over 500 to SEIU local

Continued from page 1

tors campaign two-and-a-half years ago to help exploited immigrant workers, who were paid near minimum wages with no benefits. The campaign, which included a rally led by Kirkland and SEIU President John Sweeney in July 1989, has increased the ranks of Local 399 janitors by more than 50 percent.

The local targeted ISS because it was one of the area's largest non-union janitorial services. After getting a majority of the ISS workers in Century City to sign authorization cards, the union sought recognition. ISS refused, even though the SEIU represents its workers at many other locations nationwide.

On May 30, more than 80 percent of ISS's mostly Hispanic workforce in Century City went on strike, demanding recognition for their union. Typical of the ISS workers, reported the Los Angeles Times, was Anna Flores, a 36-year-old single mother of five who came to Los Angeles from El Salvador nine years ago. Her take-home pay for two weeks was $329.

Daily picketing was augmented with rallies and marches, including one on June 8, when 13 persons were arrested, and another on June 15, when Los Angeles police cut short the march route and viciously attacked those who sat down, expecting to be arrested.

Several dozen persons were injured by the police, who used their billy clubs to force the demonstrators off the streets and sidewalks into a parking garage. Forty were arrested. The march was part of "Trash-In" Day, in which supporters were urged to mail trash to JMB Realty headquarters in Chicago.

Following the June 15 demonstration, the union won a temporary restraining order against the police department and filed a $10-million suit against the city. Bradley met with union leaders and ordered the city's Police Commission to investigate the incident.

SEIU Local 399 President James Zellers said 28 marchers were treated by paramedics, 18 were sent to hospitals for treatment and eight were kept overnight for observation. That total doesn't include injured persons who were arrested.

Anna Velez, a striker who was three months pregnant, was among those who were injured and arrested. Zellers said Velez began vomiting violently at the jail and later suffered a miscarriage.

The union is continuing to pursue its suit against the city and the restraining order against the police, Zellers said, as well as assessing individual lawsuits against the city. A number of those arrested were not Local 399 members, but supporters of the union.

The June 28 rally also kicked off a campaign to organize the janitors at Bradford Maintenance Co., a non-union firm owned by American Building Maintenance Inc. Bradford employs about 1,000 workers in the Los Angeles area, the union said.

Zellers said a number of unfair labor practice charges have already been filed against Bradford, which cleans the ABC Entertainment Center in Century City and numerous other office buildings across the Los Angeles area.

The agreement with ISS was reached following bargaining sessions in New York and Chicago. Sweeney met with employers in New York on June 22, along with Zellers, Local Vice President David Stillwell and Gus Bevona, president of SEIU Local 32B-32J, which represents about 5,000 ISS employees in New York. Two days later, the union and ISS met in Chicago and worked out a settlement.

BCT gains ergonomic protections for Keebler workers

Denver

The Bakery, Confectionery and Tobacco Workers will help in administering a first-time ergonomic agreement reached with Keebler Co.

The agreement aims to reduce cumulative trauma disorders, including carpal tunnel syndrome, among 700 workers at Keebler's cookie and snack plant here and was agreed to by the Occupational Safety and Health Administration.

BCT President John DeConcini welcomed the agreement, saying it "should serve as a starting point for all industry employers interested in reducing cumulative trauma injuries which have become a real health issue in the baking industry."

The agreement stems from an OSHA citation issued last August that charges Keebler with failure to furnish a workplace free from hazards believed to cause injuries by repetitive motions.

Keebler will hire an ergonomist to review packaging line operations and will assure the union and OSHA that it will implement the plan developed by the ergonomist. The union will be involved in most aspects of the study, including some training and medical management, said BCT Vice President Patrick D'Angelo, who headed the union team in negotiations with Keebler. The AFL-CIO Food and Allied Service Trades Department aided the union during settlement negotiations.

Under the agreement, Keebler will develop a training program for all packers, retain an occupational therapist qualified to recognize and treat CTD symptoms, implement all feasible engineering and administrative controls to reduce injuries and train supervisors on early detection of CTD symptoms.

The company also agreed to provide CTD information to new employees, focus existing medical programs on CTD injuries, and report quarterly on the progress of the programs to the union and OSHA.

DATA

Sanctions urged for some, but reprieve for Chile

By John R. Oravec

Worker rights violations in 11 developing countries have led the AFL-CIO to petition the Special Trade Representative to remove these countries, or to continue their suspensions, from the Generalized System of Preferences (GSP) for duty-free imports.

The AFL-CIO asked that GSP benefits be reinstated for Chile because of significant steps taken since the inauguration of Patricio Alywin as president. But the federation called for continued suspension for Paraguay and the Central African Republic because similar improvement has not taken place.

In addition, nine other developing countries continue to violate worker rights and do not qualify for duty-free imports for U.S. markets, the AFL-CIO said.

The AFL-CIO is calling for sanctions against Bangladesh, Malaysia, El Salvador, Sudan and Turkey in a new petition filed with the Office of the U.S. Trade Representative. The federation also wants the sanctions imposed on four other countries — Benin, Haiti, Nepal and Syria — that U.S. Trade Representative Carla Hills has yet to act on in earlier petitions.

Under U.S. trade law, countries that are beneficiaries of the GSP must observe specified standards of worker rights.

In testimony to the GSP Subcommittee of the Office of the U.S. Trade Representative, AFL-CIO Research Director Rudy Oswald noted that, in Chile, no arbitrary arrests for union activity have been reported since Alywin's inauguration.

He cited the reinstatement of railroad and copper mine workers who had been fired during the earlier regime and improved relations between government, labor and business that led to a 40 percent increase in Chile's minimum wage. Prohibitions on union members holding public office have been repealed.

But, Oswald said, ''arbitrary arrests and abuses by the police and military are serious problems faced by Paraguayan workers.''

He noted that four members of the Paraguayan farm workers union were arrested in February without a court order and tortured by police. As recently as June 19, 12 leaders of the Cargo Transport Workers were fired after they presented documents for legal recognition by the government, Oswald said.

Oswald said a proposed ''labor stability'' law before the legislature might alleviate some abuses, but warned that ''even if it passes, there is the question of enforcement.''

In the Central African Republic, which is under GSP sanctions, the government has granted permission for unions to exist, Oswald said. However, it is too soon to tell whether their rights to bargain collectively, to strike and to organize will be respected.

He urged Hills to withhold GSP privileges for the republic until the ''successful conclusion of a national congress, the free election of worker representatives, and the unfettered freedom of association would indicate that the government respects worker rights.''

At that time, Oswald said, ''the AFL-CIO would endorse the return of the CAR to the GSP program.''

The federation's petition for sanctions against nine developing countries spelled out some specific abuses of worker rights:

BANGLADESH — The government encourages fragmentation of the labor movement that contributes to low wages, long hours, and lack of guarantees for a safe and healthful working environment. Child workers are the most pathetic victims of misguided government policy toward its own citizens.

BENIN — While the country has made political and institutional reforms, there is no guarantee the government will automatically recognize the trade union rights of Benin's workers. The AFL-CIO will continue to monitor the developments.

HAITI — The status of worker rights has further deteriorated. No system exists to protect worker rights.

NEPAL — Needed changes to assure worker rights are not guaranteed by constitutional or other legal remedies.

MALAYSIA — Government economic policies take precedence over worker rights, particularly in the country's vital electronics industry. Organizing rights are abused by the Registrar of Trade Unions, who can deny a union rightful legal status to prevent it from functioning.

EL SALVADOR — Workers in this war-torn country suffer from interference in union affairs by employers, the government and the military. Abuses of union members range from intimidation and coercion to disappearances, detentions and killings. The government is unable or unwilling to change the climate of hostility against workers, the federation said.

SUDAN — The country's GSP eligibility should be terminated immediately. Trade union freedoms ended with a 1989 coup d'etat, and the new government does not respect, observe or enforce internationally recognized worker rights.

SYRIA — Despite State Department reports on human rights violations, the GSP committee has taken no action against the country. Evidence from a broad spectrum of sources shows that Syria is among the world's worst violators of worker rights.

TURKEY — Severe restrictions on public sector workers warrant removal of the country from GSP privileges. Teachers are proscribed by law from forming and joining trade unions.

Blue-collar workers lead strong union advantage

By John R. Oravec

Union workers, particularly in blue-collar jobs, continue to hold a wide advantage over nonunion employees in wages and benefits, according to data the Bureau of Labor Statistics compiled in March and released in late June.

For all employees in private industry, the BLS reports, the union advantage worked out to $4.56 an hour. Total hourly compensation for union members came to $18.78, compared with $14.22 for nonunion wage and salary workers.

The nonunion category includes salaried executives, supervisors and managers who are generally not eligible for union membership.

Among blue-collar workers, the union advantage added up to $7.93 an hour. While union members earned $20.05 an hour in wages and benefits, nonunion workers drew just $12.12 an hour.

In straight-time pay, union blue-collar workers earned $12.94 an hour, compared with $8.75 for nonunion blue-collar workers — a difference of $4.19 an hour.

The union advantage is even greater than revealed by the BLS compensation report, said AFL-CIO Economist John Zalusky, ''because this data overlooks the significant improvements in union contracts for employment security, allocation of funds for training and stock ownership plans.''

Based on a straight-time 40-hour workweek, total hourly compensation — wages as well as benefits — for all union workers averaged $751, or $182 more than the $569 weekly average for nonunion employees. On pay alone, the union edge worked out $78 a week — $499 to $421 for nonunion.

Total weekly compensation for union blue-collar workers averaged $317 more than nonunion compensation — $802 to $485. And gross weekly paychecks based on straight time hourly wage were $168 more for union members — $518 to $350.

The BLS study showed that union members enjoyed benefits nearly double those paid to nonunion workers — $6.31 an hour, compared with $3.70 an hour. The benefits include paid leave, premium pay and shift differentials, insurance premiums, pensions, as well as required benefits such as social security, unemployment insurance and workers' compensation.

BLS said employer compensation costs for both union and nonunion employees averaged $14.96 an hour, up 4.8 percent from March 1989.

Straight-time wages and salaries, which accounted for 72.4 percent of total compensation, averaged $10.84 an hour while benefit costs averaged $4.13. BLS said wages were up 4.4 percent over the year and benefit costs rose 5.9 percent, BLS said.

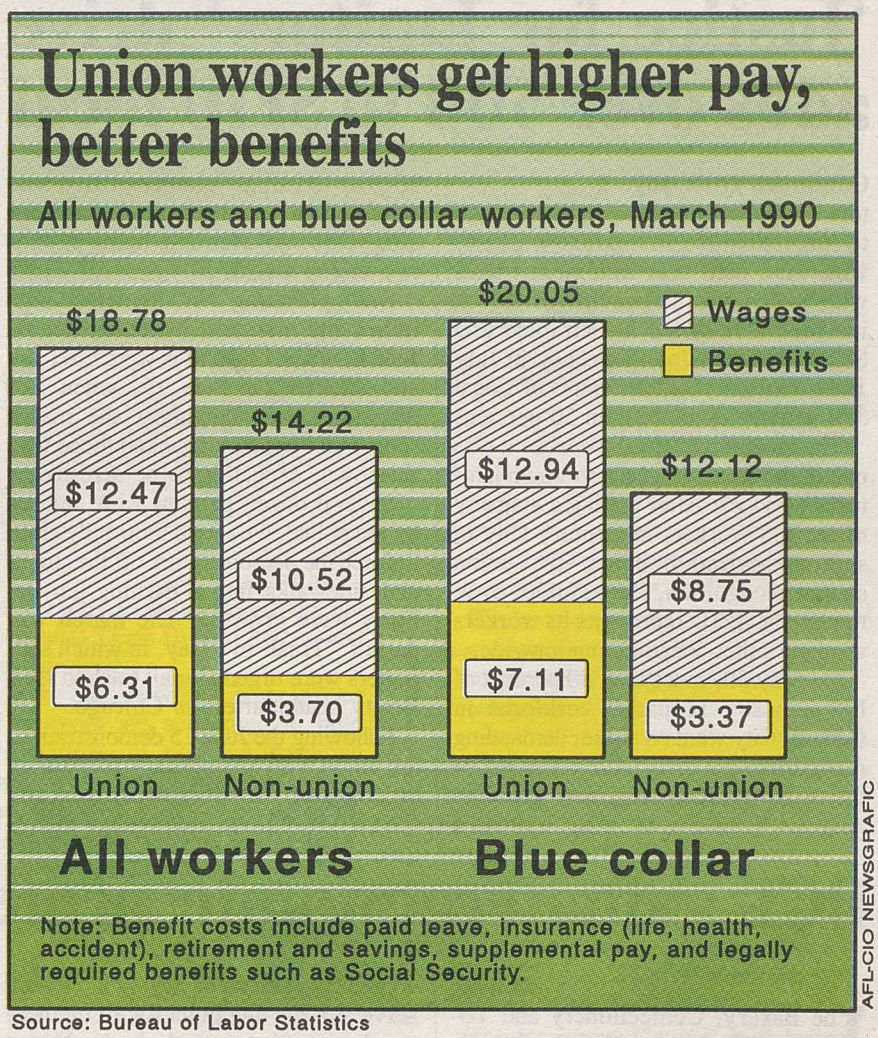
The BLS report said total compensation in goods-producing industries of $17.55 an hour continued to outpace the rate of service-producing industries at $13.97 an hour.

Total compensation in the services sector ranged from $8.52 an hour in retail trade to $21.48 an hour in transportation and public utilities.

Total compensation was higher for white-collar categories, which include executives and supervisors, at $17.59 an hour, compared to blue-collar workers at $14.57 an hour or service workers at $7.66 an hour.

BLS said that compensation varied by region, ranging from $17.02 an hour in the Northeast to $15.73 in the West, $14.62 in the Midwest and $13.22 in the South.

The compensation data are part of the BLS's employment cost index series, which are collected quarterly from a sample of 4,400 establishments covering 23,000 occupations. The new data take into account changing patterns of employment.



Source: Bureau of Labor Statistics

Newsmakers

Chinese dissident **Fang Lizhi,** an astrophysicist and recipient of the 1990 George Meany Human Rights Award, was allowed to leave China on June 25 with his wife, physics professor **Li Shuxian.** The Fangs, who took refuge at the U.S. Embassy in Beijing following the massacre last year of Chinese students and workers in Tiananmen Square, are now in England. U.S. officials said they expect Fang eventually to settle in the United States. His son, **Fang Zhe,** will soon leave China to come to the United States.

Eight trade unionists were among 25 persons appointed by Labor Secretary **Elizabeth Dole** to the Federal Committee on Apprenticeship, an advisory group. They are: **Thomas L. Weekley,** assistant director of the UAW Skilled Trades Department; **Lisa Williamson,** research economist for the Communications Workers; **Linda Lampkin,** AFSCME research director; **Vernon MacDougall,** Teamsters health and safety representative; **Raymond J. Robertson,** an Iron Workers vice president; **Thomas Balonoff,** director of SEIU's service division; **Robert Krul,** training director for the Roofers' Training Trust Fund, and **William Dugan,** business manager of Operating Engineers Local 150 in Chicago.

Operating Engineers President **Frank Hanley** and Iron Workers President **Jake West** were elected to the board of directors' executive committee of ULLICO Inc., parent corporation for the Union Labor Life Insurance Co., which was founded in 1925 by labor leaders. The independently managed company is owned by local and national labor unions.

AWARDS

AFSCME President **Gerald W. McEntee** was presented the Women's Legal Defense Fund's 1990 Annual Award "for his tireless advocacy for the rights of working women." McEntee, who serves as chairman of the AFL-CIO's Ad Hoc Committee on the Needs of the Working Family, was praised as "an essential ally in the five-year campaign to pass the Family and Medical Leave Act." The award was presented by **Douglas A. Fraser,** a professor of labor studies at Wayne State University and a former president of the UAW.

The Sidney Hillman Awards for 1989, presented at a luncheon May 9, went to **Thomas Friedman,** chief diplomatic correspondent for the New York Times, for his book "From Beirut to Jerusalem" that details his reporting experiences in the Middle East; **Lawrence Weschler** for "A Grand Experiment," an article in the New Yorker illuminating the historic experiment for social and economic change in Poland, and **Jonathan Kwitny** for his television show, The Kwitny Report (WNYC-PBS), which explores national and international issues.

Also honored were **Joan Beuckman** for "Home, Sweet Home," a 14-part radio series on KMOX in St. Louis which documents the tragedy of homeless children and **William H.** and **Margaret F. Freivogel** for their series of articles on civil rights in the St. Louis Post-Dispatch.

A Lifetime Service Award was presented to **Harry Bernstein,** veteran labor reporter and columnist for the Los Angeles Times.

DEATHS

George F. Addes, a founder of the UAW and its secretary-treasurer from 1936 to 1947, died of heart failure on June 19 at Bon Secours Hospital in Grosse Pointe, Mich. He was 79.

Addes went to work at age 17 at the Willys Overland plant in Toledo, Ohio, and was active in organizing efforts among auto workers in the early 1930s. When the UAW was chartered in 1935, he became a fulltime organizer. After serving as the first elected secretary-treasurer of the UAW, he went to work at Ford Motor Co., retiring in 1975.

Addes is survived by his wife, Gloria, and three daughters.

Tony C. Johnson, assistant to Railroad Retirement Board Member C.J. Chamberlain, died in Chicago on June 14 following a heart attack. He was 54.

A Board employee since 1953, Johnson maintained a day-to-day liaison with officers of railroad unions and was a frequent speaker at union meetings. In 1987, the Board presented him its Community Service Award for his efforts in heading a counseling program for street gang members and for setting up a tutoring program provide remedial help to gang members.

Johnson is survived by his wife, Delores, and three children.

Sidney Brechner, a pioneer broadcast engineer who retired from the AFL-CIO staff in 1983, died June 27 of lung cancer at St. Joseph Hospital in Bellingham, Wash. He was 70.

Brechner, a longtime member of the Electrical Workers, joined the federation's public relations staff in 1968 after working with the Voice of America and private recording studios. Earlier, he had been a sound effects specialist with radio station WJR in Detroit. Brechner also handled the audio engineering for the federation's nationally syndicated radio program Labor News Conference for two decades.

Survivors include his wife, Marian, who retired from the Public Employee Department staff in 1987.

Resources

PRINT

The third edition of **Labor Guide to Labor Law** by union attorney Bruce Feldacker is now available from Prentice-Hall Publishers. The book is widely used as a labor law text and reference book, with chapters outlining organizing and bargaining rights, labor-management statutes and regulations, antitrust laws and other topics. Individual copies are available for $42.50 plus tax and shipping from Prentice-Hall at 201/767-5937. Multiple copy discounts are available and there is a reduced rate for classroom use. Contact Prentice-Hall Special Sales Department, College Sales and Marketing Division, Prentice-Hall Building, Englewood Cliffs, N.J., 07632.

The Working Teenager is a curriculum guide for high school students to be used as part of the New York State school system's "Introduction to Occupations" course, taken by 67,000 students a year. The module calls for students to be able to outline the "major laws and regulations as they relate to average employee." The curriculum guide is being sent to more than 2,000 teachers throughout New York State. For additional copies and information contact: Paul F. Cole, Secretary-Treasurer, New York State AFL-CIO, 100 South Swan Street, Albany, N.Y., 12210. Phone 518/436-8516.

A 16-page booklet on the life of **Fannie Sellins,** an organizer for the Mine Workers and Steelworkers who was killed in 1919, is available from the Philip Murray Institute of Labor Studies in Pittsburgh. The pamphlet will be used in secondary schools throughout western Pennsylvania. Minimum order of 50 copies, $25.00. Checks to be payable to the Fannie Sellins Memorial Committee, Philip Murray Institute of Labor Studies, 808 Ridge Avenue, Pittsburgh, Pa. 15212. More information is available from Russ Gibbons at (412) 237-2774.

TESTIMONY

Testimony is available from the AFL-CIO Publications and Materials Office, Room 209, 815 16th St. NW, Washington, D.C. 20006. A list of testimony also is available. The following is the most recent:

AFL-CIO Department of Occupational Safety and Health Director Peg Seminario, on S. 2154, S. 490, and S. 2442, legislation to amend the Occupational Safety and Health Act, before the Senate Committee on Labor and Human Resources, May 1. No. 90-16.

AFL-CIO Research Director Rudy Oswald on the Child Labor Act of 1990, before the joint Subcommittees on Children, Family, Drugs and Alcoholism, and the Senate Labor Subcommittee, May 8. No. 90-17.

AFL-CIO Secretary-Treasurer Thomas R. Donahue, on S. 2112, amending the National Labor Relations Act and the Railway Labor Act to prevent discrimination based on participation in labor disputes, before the Senate Subcommittee on Labor, June 6. No. 90-18.

Donahue, on H.R. 3936, amending the NLRA to prevent discrimination based on participation in labor disputes, before the Subcommittee on Labor-Management Relations of the Education and Labor Committee, U.S. House of Representatives, June 13. No. 90-19.

Communications Workers President Morton Bahr on Most-Favored-Nation (MFN) trade status to China, before the Senate Finance Committee, June 20. No. 90-20.

AFL-CIO Legislative Representative William J. Cunningham, in support of H.R. 3017, the Industrial Design Anti-Piracy Act of 1989, before the House Judiciary Subcommittee on Courts, Intellectual Property and the Administration of Justice, June 20. No. 90-21.

AFL-CIO foreign trade specialist Mark A. Anderson on U.S.-Mexico economic relations, before the House Subcommittee on Trade, Committee on Ways and Means, June 28. No. 90-22.

Convention Calendar

This is a list of conventions and conferences scheduled by AFL-CIO national and international affiliates, state central bodies and fraternal organizations. Changes and additions will be reported.

DATE	ORGANIZATION	PLACE
July 9-13	Building Trades	Atlantic City, N.J.
July 9-13	Maintenance of Way Employees	Detroit
July 16-20	Stove and Furnace Workers	Chicago
July 17-22	Latin Labor Council (LCLAA)	San Juan, P.R.
July 23	Theatrical Stage Employees	Hollywood, Fla.
July 23-26	California	San Diego
July 23-27	Sheet Metal Workers	Las Vegas
July 24-31	Bakery, Confectionery and Tobacco Workers	Toronto
July 29-Aug. 2	Professional and Technical Engineers	Anaheim, Calif.
July 30-Aug. 3	Postal Workers	Las Vegas
Aug. 6-10	Fire Fighters	St. Louis
Aug. 9-14	Police Associations	Toledo, Ohio
Aug. 12-16	Oil, Chemical, Atomic Workers	Denver
Aug. 15-17	Iowa	Waterloo
Aug. 16-18	Montana	Billings
Aug. 16-18	Virginia	Norfolk
Aug. 16-17	West Virginia	Charleston
Aug. 19-24	Letter Carriers	New Orleans
Aug. 24-25	Wyoming	Cheyenne
Aug. 26-29	New York	Kiamisha Lake
Aug. 27-30	Washington	Spokane
Aug. 27-31	Steelworkers	Toronto
Sept. 3-7	British Trades Union Congress	Blackpool, England
Sept. 5-7	Illinois	Springfield
Sept. 5-7	North Carolina	Raleigh
Sept. 10-14	Bricklayers	Reno, Nev.
Sept. 12-14	Connecticut	New Haven
Sept. 14-16	Vermont	Burlington
Sept. 14-17	Electronic Workers	Detroit
Sept. 16-19	Minnesota	Duluth
Sept. 17-26	Mine Workers	Miami Beach, Fla.
Sept. 21-22	Rhode Island	Providence
Sept. 23-26	Missouri	St. Louis
Sept. 24-28	Rubber Workers	Hollywood, Fla.
Sept. 24-28	Chemical Workers	Las Vegas
Oct. 7-11	Wisconsin	Green Bay
Oct. 15	Broadcast Employees	Kansas City, Mo.
Oct. 17-19	Georgia	Savannah
Oct. 18-20	South Carolina	Myrtle Beach
Nov. 6-8	Flight Attendants	Los Angeles

AFL-CIO meetings

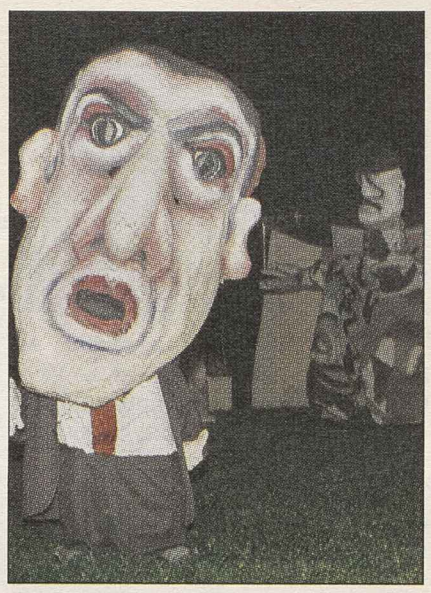
July 16-20	Community Services Conference	Denver
Aug. 14-10	State Legislatures Conference	Nashville
Aug. 5	Chief Officers Conference	Nashville
Nov. 12-14	OSHA Health Conference	Milwaukee

Artists express spirit of labor

More than 100 of labor's storytellers, singers and artists turned the grounds of the George Meany Center into a stage for the closing concert of the 12th Great Labor Arts Exchange.

Highlights of the three-day exchange, sponsored by the Labor Heritage Foundation, included sessions on Canadian labor lore, workers' music from the South, and other topics.

Participants joined in the finale, "A Mother Jones Festival," which portrayed the life of the famous union oganizer in a production by puppeteer Amy Trompetter and women from the Mine Workers' Pittston Coal strike.



A labor chorus sets the tone for the Mother Jones Festival, while life-size puppets play the part.

Bill Burke/Page One Photography

The work and spirit of organizer Mother Jones is made larger than life by singers, mimes and artists during the song exchange performance.

VOLUME 35, NUMBER 14
JULY 9, 1990

AFL-CIO NEWS

INSIDE

1 ***Mandela welcomed to 'house of labor'***

During his historic visit to Washington, Nelson Mandela thanks the AFL-CIO and its unions for labor's decades of support in the fight against apartheid.

2 ***Seafarers negotiate three-year pact***

The Seafarers bargain a new three-year agreement with a group of 26 shipping companies, winning a 15-percent cumulative wage increase and maintaining job security provisions.

8 ***ILO targets hazards in world environment***

During the International Labor Organization's labor conference in Geneva, the AFL-CIO presses for full funding of ILO efforts to address worldwide environmental concerns.

1 ***Janitors clean up in Century City***

After a four-week strike, the Service Employees' Justice for Janitors campaign wins a big victory — and a union contract — at the Century City office complex in Los Angeles.

3 ***President rejects family leave bill***

President Bush vetoed a bill that would have provided working parents with 12 weeks' unpaid leave to care for a newborn or adopted child or for serious family medical needs.

10 ***GSP sanctions sought against 11 countries***

The violation of workers' rights in 11 developing countries disqualifies those nations for special duty-free status on imports to the United States, the AFL-CIO said.

UNION YES

The AFL-CIO NEWS (ISSN 001-1185) is published every two weeks. Second Class postage paid at Washington, D.C. Subscriptions $10 per year. POSTMASTER: Address changes to Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

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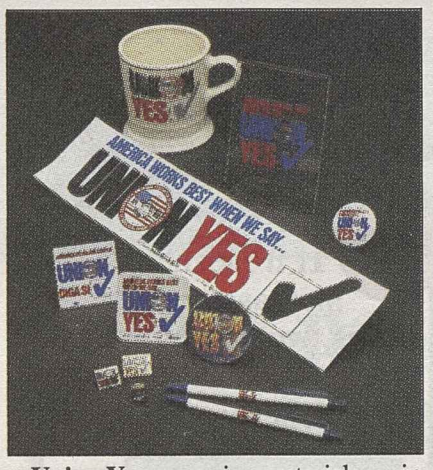
AFL-CIO NEWS

VOLUME 35, NUMBER 15 JULY 23, 1990



Union Yes campaign materials — in English and Spanish — help spread labor's message. **(Pages 5-8.)**

Civil Rights Act flies in face of Bush veto

By Mike Hall

Defying the White House and its threat of a presidential veto, the Senate passed the Civil Rights Act of 1990, which would overturn several recent Supreme Court decisions that limit job discrimination remedies for minority and women workers.

The 65-34 vote, which included 10 Republicans and all the Senate Democrats, was two votes short of the two-thirds majority needed to override a veto by President Bush, but supporters were confident that a compromise could be reached or a veto overridden.

The legislation now goes to the House, where passage would send the bill into conference before it would go to Bush, who has said that he wants to sign a civil rights bill this year.

Democratic backers of the legislation offered several compromises to the White House and GOP Senate leaders, but each was rejected. Bush claims the bill would lead to hiring quotas, even though it specifies that it cannot be ''construed to require an employer to adopt hiring or promotion quotas.''

''Quotas, schmotas,'' said Sen. Edward M. Kennedy (D-Mass.), a chief sponsor of the bill. ''Quotas are not the issue, job discrimination is the issue.''

Kennedy indicated there still is time to negotiate an agreement, but if one is not reached, ''Congress overrode a civil rights veto of Ronald Reagan and it can override one of George Bush.''

Julius Chambers, director of the NAACP Legal Defense Fund, warned

Continued on Page 3

Steve Yarmola/AFL-CIO News

Labor campaigns on the Hill

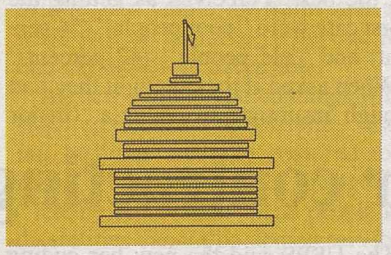
AFSCME President Gerald McEntee took the point in the AFL-CIO campaign for child care, urging Congress during a Capitol Hill news conference to conclude its conference report and pass a final bill before the Aug. 6 recess. With McEntee were Elinor Guggenheimer of the Child Care Action Campaign (right) and other children's advocates.

In other legislative developments:

FAMILY AND MEDICAL LEAVE — A House vote to override the president's veto of legislation giving working parents up to 12 weeks' unpaid leave has been scheduled for July 25.

ECONOMIC CONVERSION — Machinists President George Kourpias urges Congress to protect workers facing defense layoffs. (Story on page 3.)

AMERICANS WITH DISABILITIES ACT — The nation's 43 million disabled Americans gain full civil rights as both the House and



Senate approved a conference committee report. (Story on page 3).

CIVIL RIGHTS — By a 65-34 vote, the Senate adopted a civil rights bill over the objections of President Bush to restore employment protections. (Story, this page).

TEXTILES — By a 68-32 margin, the Senate approved a bill limiting imports of clothing and footwear to a 1 percent increase per year, despite White House opposition. (Story on page 3).

MARITIME — In the wake of recent oil spill disasters, both chambers were set to pass bills requiring that new tankers built in the United States contain double hulls.

'Hands off Social Security,' Kirkland warns budgeteers

By Candice Johnson

AFL-CIO President Lane Kirkland warned Bush administration and congressional budget negotiators to ''keep their hands off Social Security'' in seeking a solution of the burgeoning budget deficit, which has been revised upward to $168.8 billion by administration officials.

As the administration admitted that the budget shortfall is much worse than projected earlier, some negotiators have proposed that cost-of-living increases for Social Security recipients be frozen or that Social Security benefits be taxed to help limit the deficit.

The Social Security program ''bears no share of the guilt for the deficit and should not be made the victim of exercises in budgetary opportunism,'' Kirkland said.

Kirkland noted that the Social Security trust fund, which has a planned surplus to meet future needs, already has been used ''to mask deficits from other unfinanced federal expenditures.''

''Meddling with Social Security as a target of convenience for budget summiteers would simply compound that accounting fraud'' and would further compromise the integrity of the Old Age and Survivors Insurance system, Kirkland added.

Congressional and White House officials have been meeting in a bipartisan ''budget summit,'' struggling to sort out the growing deficit and offset the likelihood that radical Gramm-Rudman spending targets must be imposed.

Office of Management and Budget Director Richard Darman conceded that the administration's report had drastically underestimated the deficit. For the fiscal year beginning in October, the budget shortfall will hit $168.8 billion — not including an estimated $62.6 billion earmarked for bailing out

Continued on Page 12

Dissatisfied Americans look to government on health care

By Michael Byrne

Concerned about the cost and availability of health care, most Americans believe the government should do more to ensure adequate coverage, with 72 percent saying they would agree to additional taxes to pay for comprehensive national health care insurance.

The growing dissatisfaction among Americans over their health care system is revealed in various public opinion polls conducted over the past two years by Louis Harris and Associates, NBC and the Los Angeles Times.

The surveys found uniformly that nearly two-thirds of Americans favor a universal system of government-supported health insurance over the American private insurance system.

Only Americans, among samples taken from 10 leading industrial nations, were so dissatisfied with their system that they would consider adopting the system of another nation, say researchers for Harris and the Harvard School of Public Health in an article that appeared in the Summer 1990 issue of Health Affairs magazine.

''American dissatisfaction arises from the interaction between our sharply rising health care costs and the inadequate financial protection provided by our health insurance system,'' the authors concluded.

Despite the fact that the United States spends more per capita on health care than any other industrial nation, Americans' out-of-pocket costs are greatest, the 10-nation survey found.

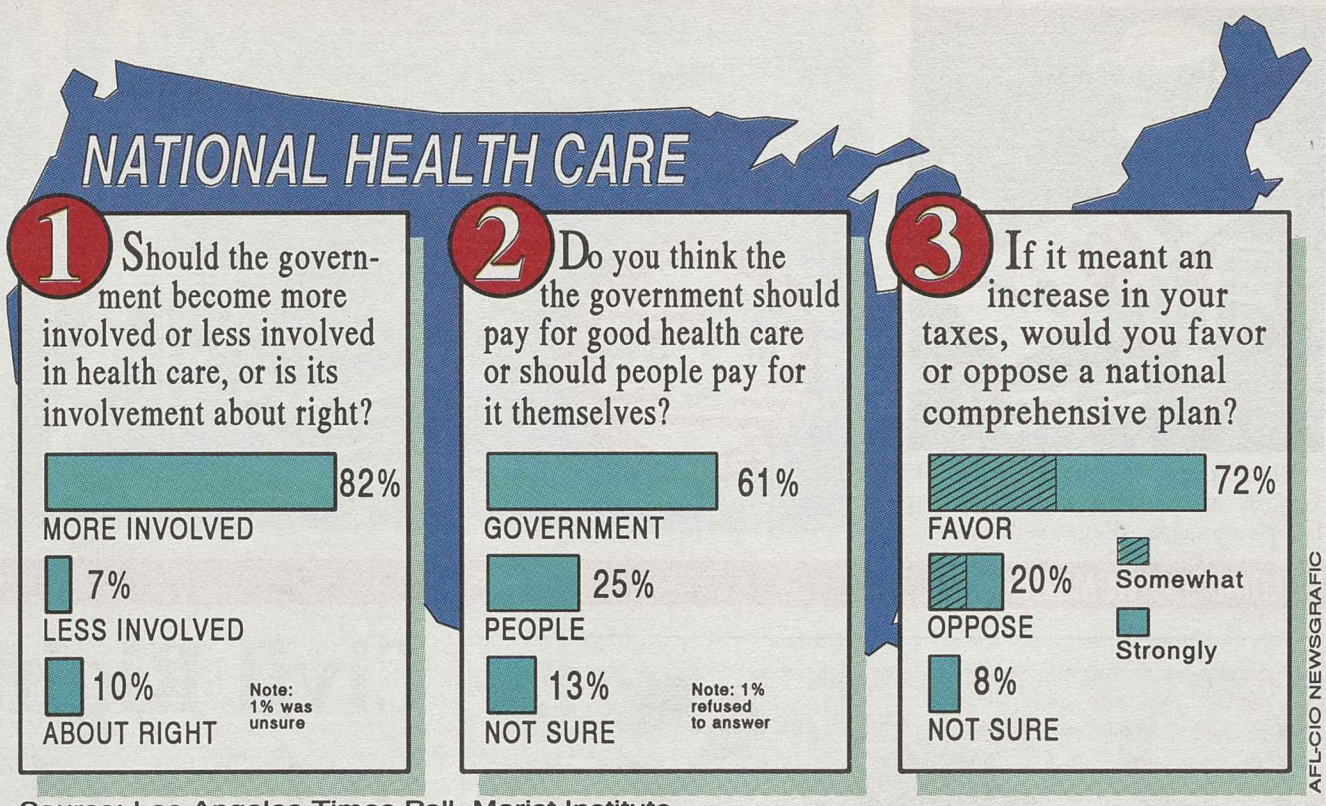
Concerns about the rising cost of health care, and increasing demands by employers for higher co-payments and deductibles in contract negotiations, have prompted the AFL-CIO to plan regional public hearings, which will be held around the country after Labor Day.

In addition, union members will rally this fall during a national Health Care Action Day, under the auspices of the

Continued on Page 2

Polls pinpoint dissatisfaction on health care

Comprehensive plan favored by majority



Source: Los Angeles Times Poll, Marist Institute

Continued from Page 1

Communications Workers' Jobs With Justice campaign. That action will be announced July 24 in a new conference that will include CWA President Morton Bahr, SEIU President John Sweeney, AFSCME President Gerald McEntee and IUE President William Bywater.

The federation has called for legislation to establish comprehensive national health care reform that addresses the key concerns of cost, quality and access.

The 10-nation survey, conducted by Harris in 1988 and updated in 1990, included the United States, Canada, Britain, West Germany, France, the Netherlands, Sweden, Italy, Japan and Australia. With the exception of the United States, each nation has established universal health insurance coverage.

Canada had the highest level of satisfaction in its health care system, while the United States had the lowest. But the United States had the highest per capita spending on health care at $2,051, compared to $1,483 in Canada, which was second highest.

Per capita spending in the other nations ranged from $1,233 in Sweden to $841 in Italy, which had the second-highest dissatisfaction level after the United States.

Canadians' satisfaction with their system (56 percent said only minor changes were needed) is paralleled by Americans' interest in it. The Los Angeles Times corroborated the Harris findings when it asked, during a survey in January of this year:

"In the Canadian system of national health insurance, the government pays most of the cost of health care out of taxes and the government sets all fees charged by doctors and hospitals. Under the Canadian system — which costs less than the American system — people can choose their own doctors and hospitals. On balance, would you prefer the Canadian system or the system we have in the United States?"

Sixty-six percent of the respondents said they would prefer the Canadian system, up from 61 percent in 1988. That included 63 percent of low-income, 68 percent of middle-income and 65 percent of high-income Americans.

The NBC poll, conducted in 1989, asked respondents if they would "favor a comprehensive national health plan that would cover all Americans and be paid for by federal tax revenues?" Sixty-seven percent favored such a system.

Despite this sentiment for a comprehensive national health care system, Congress has yet to address the issue. Current legislation includes only a bill that would require employers to pay a part of their employees health care.

In testimony before Congress, AFL-CIO President Lane Kirkland called for the government, in partnership with the private sector, to guarantee basic health care protections for all Americans while at the same time holding down costs.

"Our new national policy must recognize, first and foremost, that basic health care protection is the right of all Americans and not a privilege for the wealthy few."

The Los Angeles Times poll shows that many Americans see health care moving out of their financial reach. When asked which groups receive the "best health care and who receives the worst," 67 percent said "rich people" get the best. Perceived as getting the worst care were "poor people" (54 percent) and "old people" (42 percent).

When asked if they thought they had enough insurance to cover a "major medical expense," 29 percent of the respondents, or 53.7 million people, said they did not. And 25 percent (46.3 million) said they don't have the money to pay the bills for routine medical or health care for family members.

Regardless of the type of health coverage they have, out-of-pocket costs are a continual concern. Thirteen percent said they end up being responsible for 80 percent or more of their medical bills, 6 percent said they are responsible for 40-79 percent of their bills, and 62 percent are resonsible for 1-36 percent of their bills. Only 11 percent are fully covered by insurance.

Because of the increasing cost, many Americans are forgoing medical treatment, according to the Times poll. Twenty-five percent of the respondents said they had put off medical treatment because they thought it would cost too much. That translates to 46 million adults — 20.4 million of whom said the treatment is for a condition they consider "fairly serious" or "very serious."

APWU blasts Postal Service for contracting out proposal

The Postal Workers called for the resignation of Postmaster General Anthony Frank following the announcement that 12,000 jobs involving remote bar coding of mail would be contracted out by 1995.

APWU President Moe Biller blasted the U.S. Postal Service's plan, vowing to fight the proposal "in arbitration, on Capitol Hill and in the media — whatever it takes, for as long as it takes."

"If Postmaster General Frank didn't know about this contracting-out scheme, he is incompetent," Biller said. "If he did know about it, then he and his associates have been speaking with forked tongue in cheek. In either case, one thing is clear — the postmaster general has outlived his usefulness to the USPS and should resign."

Biller said the union repeatedly has asked for information on the jobs, and management chose to "spoon-feed us with disinformation, and outright lies." The USPS's announcement came only after the APWU filed a Step-4 grievance, Biller said.

The USPS said the new bar coding equipment, which will be tested in Nassau County, N.Y., and Louisville, Ky., this fall, allows workers at remote locations to view on television screens letters that the sorting machines are unable to read. The workers then will type in the appropriate zip codes, so the letters can be sorted by machine.

The Postal Service said contractors will be asked to bid on supplying workers and facilities and the USPS will provide the equipment.

The contracts will be based on bids on sorting volumes of mail, USPS said.

Biller warned that management is slowing down mail delivery to account for the extra time it will take to accumulate the mail at automation sites, including those that will house the new remote bar-coding terminals.

"What we have here," Biller said, "is an innovation only the USPS brass could dream up — the management slowdown. Let the customers beware: management is programming the public for slower mail service in the name of 'consistency.' "

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LEGISLATION

Senate-passed bill would protect textile jobs

By Mike Hall

Senate passage of a bill to limit the growth of textile, apparel and footwear imports was hailed by textile unions as a way to halt the decline of the U.S. textile industry and the accompanying job losses, which have totaled 400,000 since 1980.

"By passage of the (Act), the U.S. Senate has given a great victory to 2 million U.S. workers," said ACTWU President Jack Sheinkman. "It has sent a strong message to President Bush that the jobs of clothing, textile and footwear workers are important to America and should not be traded away."

The bill allows imports of textiles and apparel to grow at a 1 percent annual rate. Currently textile and apparel imports make up almost 60 percent of the market and account for 26 percent of the nation's trade deficit. Footwear would be held at 1989 import levels, since those imports make up 85 percent of the U.S. market.

"The situation is more ominous than ever for American garment workers," said ILGWU President Jay Mazur. "Our industry has long been caught between two fires, retailers and importers seeking profit by importing ever greater quantities of clothing from low-wage areas and a government that has willingly traded apparel quotas for presumed economic and political advantages abroad."

The bill now goes to the House, where it has 250 co-sponsors. But the hurdle is the White House, where President Bush is waiting with his veto pen. Although the Senate's 68-32 vote for the Textile, Apparel and Footwear Act of 1990 is one vote more than needed to override a veto, Congress has yet to override any of 13 Bush vetoes.

Backers of the legislation expressed concern that the administration might give even greater access to cheap-labor textile and apparel imports during the current round of GATT negotiations.

"The legislation does not contain a rollback of imports, but. . .provides for orderly growth that will help U.S. workers retain their jobs in this import-sensitive industry," said AFL-CIO Legislative Director Robert M. McGlotten.

In Senate testimony earlier this year, Mazur pointed out that American apparel jobs "are among the few work opportunities we have for minorities, immigrants and many others who are prevented by language, cultural and educational barriers from taking other jobs in the labor market."

The bill excludes Canada and Israel because of current free trade agreements. It also allows Caribbean Basin countries to maintain current levels of exports to the United States, even though products from those countries make up a major portion of textile, apparel and footwear imports.

Caribbean nations derive little benefit from their exports because, Mazur said, "U.S. policy has merely created a low-wage factory area for U.S. apparel companies. . .little contribution is made to the development of local economies and local infrastructure."

Disabled Americans will get sweeping rights protections

Congress overwhelmingly approved new civil rights legislation for the nation's 43 million Americans with disabilities, which President Bush has promised to sign.

The AFL-CIO-backed legislation passed the Senate July 13 by a 91-6 margin and the House July 12 by a 377-28 vote. It will ban discrimination in employment, transportation, public accommodations and telecommunications for persons with mental or physical disabilities.

The Americans with Disabilities Act "opens the doors to all Americans with disabilities," said Sen. Tom Harkin (D-Iowa), using sign language as he spoke from the floor. "Today we say 'no' to ignorance, no to fear, no to prejudice," said Harkin, whose brother Frank is deaf.

Under the new law, businesses with more than 25 employees will be required within two years to make reasonable accommodations for disabled employees, unless such accommodations would create undue hardship. They also will be forbidden to refuse to hire a disabled applicant who can perform the "essential functions" of the job.

Thirty days after enactment, all new equipment for inter- and intra-city bus lines, mass transit or light rail systems and public school buses must be accessible to people with physical disabilities. Within five years, all trains and subways will be required to have at least one car which is accessible.

All new commercial buildings will be required to ensure accessibility. Existing facilities are only required to be made accessible if such changes are "readily achievable." And people with disabilities cannot be denied service at commercial establishments such as hotels, theaters and supermarkets.

In addition, telephone companies must establish systems allowing persons with speech and hearing disabilities to communicate over phone lines.

Senate passes Civil Rights Act despite threat of Bush's veto

Continued from Page 1

that "in civil rights, actions speak louder than words," saying that a veto will "drown out all the lofty rhetoric and fine-sounding speeches we have heard from the Oval Office."

The bill addresses Supreme Court rulings that undermined protections against employment discrimination contained in Title VII of the 1964 Civil Rights Act.

Those decisions have made it nearly impossible to settle discrimination lawsuits brought by minorities and women through consent decrees. One decision, which cited the 1866 Civil Rights Act, severely limits prohibitions against discrimination in employment contracts.

"The bill would repair the most serious damage to the law worked by the Supreme Court and would correct what has become an increasingly harmful defect in Title VII's remedies for sexual, racial or religious or other willful discrimination," the AFL-CIO Executive Council said in a statement May 23.

The bill would ban racial harassment at the workplace and return the burden of proof to employers to show the "business necessity" for a practice that has a discriminatory impact.

It also would make it illegal for an employer to use race, ethnicity, gender or religion as a motivating factor in employment decisions, and would re-establish fair rules for determining when victims of discrimination must file their claims.

In addition, victims of any form of bias would be given the right to sue for compensatory, and in extreme cases, punitive damages. Currently only victims of racial discrimination can sue for those remedies.

"The American trade union movement was instrumental in securing the enactment of Title VII," the Executive Council noted. "We are as committed to achieving equal employment opportunity today as we were in 1964."

Steve Yarmola/AFL-CIO News

Machinists President George Kourpias tells the House Armed Services Subcommittee a federal role is essential in economic conversion.

Economic conversion needs are urgent, Congress told

By Mike Hall

The government and private-sector planning that helped build American military might since World War II now must be turned to converting that industry for peacetime uses, AFL-CIO Vice President George Kourpias told a House subcommittee.

"The AFL-CIO calls upon Congress to enact comprehensive legislation that provides adequate coordination at the national level," said Kourpias, president of the Machinists, a union with sizable membership in defense industries.

Kourpias told the House Armed Services Subcommittee on Investigations that national coordination includes "the means for planning and implementation at the local and enterprise levels, for conversion and diversification to develop alternative uses of defense-related facilities."

Kourpias said the federation believes that a House bill (H.R. 3999), which would provide limited adjustment allowances and retraining benefits for workers and help communities to plan non-military enterprise, is "a modest first step."

The bill does not cover one of the most important problems displaced workers face — the loss of medical coverage. Any conversion plan should extend health care coverage to workers until they obtain health care coverage for a new job, Kourpias said.

Companies that have counted on military contracts for large portions of their revenues already have felt the "peace pinch." In the most recent cutbacks, McDonnell Douglas, the nation's largest military contractor, announced a 11-percent payroll reduction that will idle more than 17,000 workers.

While several unions have begun their own programs to assist members who lose their jobs when bases are closed or when defense plants slash their work forces, there is little in place on the federal level.

Several billion dollars are expected be cut from the defense budget during the next few years. It is estimated that for every $1 billion slashed, 26,000 people in the defense sector lose their jobs. That figure does not include "downstream ripple displacements," Kourpias said.

"Extended income support and continued family health care protection are essential for workers who lose their jobs to defense cutbacks," he said.

The proposed legislation would authorize 26 weeks of readjustment allowances beyond regular unemployment payments. But, "without funding, and H.R. 3999 does not provide this funding, this authorization would be an empty promise," Kourpias told the panel.

Financing methods recommended by the federation include a small percentage assessment on all federal defense procurement contracts and the dedication of small percentage amounts of future "peace dividends," he said.

Building trades mobilize to battle union-busters

Atlantic City, N.J.

Building trades unions are gearing up for a ''head-on'' confrontation with union-busting firms, President Robert A. Georgine of the AFL-CIO Building and Construction Trades Department told delegates to the department's 64th convention.

The 1990s present ''a future bright with promise,'' Georgine said, in ''stark contrast'' with the situation at the BCTD's last convention five years ago, when the anti-union Reagan administration and the compulsory open-shop movement ''had us on the ropes for a while.''

Georgine emphasized that ''after years of feasting on a supply of cheap labor, the non-union boys are scared,'' pointing out that their openly expressed fears about shortages of workers with requisite skills is an ''admission that their methods have failed.''

He contrasted the struggles of the open-shop forces to get skilled craftsmen with the jointly administered union training programs which, he said, are ''a model of labor-management cooperation, efficiency and professionalism.''

Each year, Georgine said, more than 180,000 apprentices receive instruction at more than 1,000 union-management training facilities nationwide, while more than 500,000 journeymen receive upgrade training to keep abreast of technological developments.

Only the unionized sector of the industry has the capacity to ''train the next generation of skilled craftsmen — complete craftsmen — to meet America's construction needs,'' the BCTD president said.

Robert Marshall, president of EBASCO, one of the nation's largest unionized construction firms, attributed much of the company's success to the skills and productivity of union building tradesmen.

''You don't have to be double-breasted to be successful,'' Marshall said, referring to the tactics used by some companies to form non-union subsidiaries to which they siphon off jobs that should go to their union operations.

John T. Kavanaugh, chairman of the National Contractors Association and president of Badger America Inc., expressed equal satisfaction with the quality of work performed by union building tradesmen.

''Good construction work,'' he said, ''requires extensive training and the only sector of society developing craft skills in a highly organized way'' is the BCTD.

Kavanaugh questioned the professed commitment to ''quality'' by large corporate owners who award work to ''non-union firms who lack training programs and who pay wages that can be earned in fast food chains.''

Delegates unanimously re-elected Georgine and Secretary-Treasurer Joseph F. Maloney to five-year terms and voted to increase the per capita tax 10 cents per member per month to 50 cents, effective Sept. 1.

The convention sharply criticized the Associated Builders and Contractors and its affiliate BB&K for their persistent anti-labor tactics. The delegates also called for labor law reform to assure equal rights for construction workers.

Other resolutions supported a legislative remedy to halt double-breasting, denounced attempts to tax employee benefits, and opposed changes in the Davis-Bacon Act.

Among those addressing the convention were Sen. Frank Lautenberg (D-N.J.), Gov. James Florio (D-N.J.), Rep. Charles Rangel (D-N.Y.), President Vincent Sombrotto of the Letter Carriers, President James McCambly of the Canadian Federation of Labor, University of Miami President Edward Foote, and President Michael McCracken of Informetrica.

Shanker: Education reform stymied by budget wars

Boston

The nation's public school network is being undermined by fiscal crises in cities and states and by efforts aimed at so-called voucher systems that would use tax dollars to help underwrite private schools, Teachers President Albert Shanker warned.

In his keynote address to the AFT's biennial convention, Shanker told the more than 3,000 delegates that there has been some movement toward education reform since the government issued its 1983 report, ''A Nation at Risk.'' He also praised the recent education summit which, he said, has sparked action on establishing national goals and standards.

But, he emphasized, ''our students still are not learning the critical skills they will need for the next century,'' pointing out that ''95 percent of the kids who go to college in the United States would not be admitted to college anywhere else in the world.''

Shanker criticized school administrators and school boards for failing to respond to AFT reform initiatives to revitalize primary and secondary education, and asked delegates to continue to concentrate on innovative ideas to meet today's educational challenges.

''We don't want voucher programs that will privatize our schools and pit various segments of the public against one another,'' he said. ''We don't want merit pay plans that will pit teacher against teacher. We don't want schemes that will destroy the great role of public education in a democracy. But we do need to come up with a way to motivate people to make the dramatic changes we need.''

He praised efforts by AFT locals in a number of school districts for implementing a wide range of reforms but noted that ''there is no school in this country in which all these programs are happening at once.''

Shanker urged teachers to develop at least one completely restructured ''model'' school in each district, so the public could see what new educational innovations are taking place.

The AFT president also saluted the union's cooperative efforts with the unaffiliated National Education Assoiation in working toward improved eduational standards and in fighting for child care legislation.

Delegates unanimously re-elected Shanker and Secretary-Treasurer Robert G. Porter.

In other actions, the AFT:

- Issued its annual salary survey, which showed that, after adjusting for inflation, the average teacher's income in the 1989-90 school year was only $1,000 higher than in 1972.
- Heard Sen. Edward M. Kennedy (D-Mass.) assail the Bush administration for proposing an increase of only 2 percent in funding for public schools, calling it ''a travesty of education reform.''
- Marked the beginning of its 75th anniversary year with an announcement of an all-time membership high of over 750,000, with 23 states recording annual membership increases of more than 10 percent since the 1988 convention.
- Paid special tribute to the democratic revolutions in Eastern Europe and South Africa, and heard from Jan Urban, a leading member of the Civic Forum in Czechslovakia, and Curtis Nkondo and S. Veli Mnyandu, leaders of the National Education Union of South Africa, who are playing key roles in the battle against apartheid.
- Endorsed a new national program launched by its Paraprofessionals and School-Related Personnel division to improve students' eating habits both at school and at home.
- Presented its Women's Rights Award to JoAnn Horowitz, chair of the Illinois Federation of Teachers Women's Rights Committee and a member of the Coalition of Labor Union Women.

BMWE Photo

BMWE Secretary-Treasurer Mac A. Fleming addresses convention that later elected him president. At right is BMWE President Emeritus Ole Berge.

Fleming, elected by BMWE, sets health care as priority

Detroit

The Maintenance of Way Employees convention elected BMWE Secretary-Treasurer Mac A. Fleming as its new president and Vice President William E. LaRue to fill the secretary-treasurer post.

Fleming, who captured 57 percent of the vote in defeating incumbent President Geoffrey N. Zeh, begins a four-year term on Sept. 1.

Fleming, a former trackman on the Atchinson, Topeka and Santa Fe Railway, has served in various union offices for 18 years as a full-time system officer, general chairman and as secretary-treasurer.

He told the convention's 553 delegates, ''It is paramount that we find solutions to the contracting work force and eroding infrastructure in the rail industry. My first responsibility is to secure a new national health and welfare package, and a wages and rules agreement from an industry management that is intent on wiping out the rights of its working men and women.''

Newly elected vice presidents are Kenny Mason, Rich Lau, Ernie Torske and Gary Housch; incumbents re-elected are Clarence Foose and Armand Passaretti.

New executive board members are Jim Cassesse, Rick Wehrli and Ron Bowden and incumbents returned to office are Joe Pugh, Stan Walster and Richard Spears.

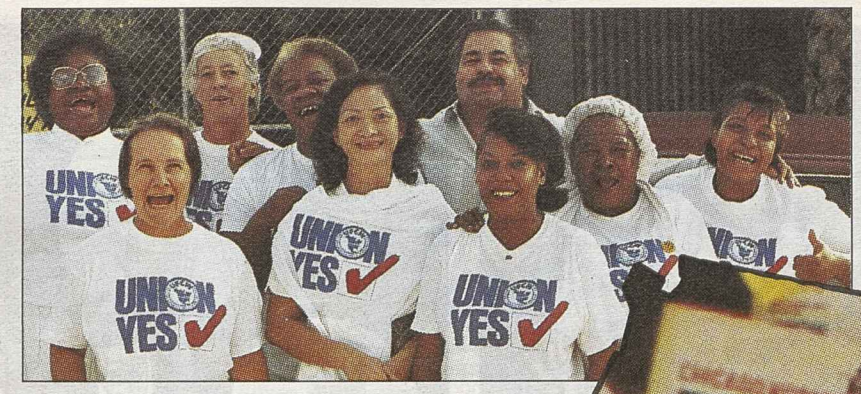
Rep. John Conyers Jr. (D-Mich.), chairman of the House Committee on Government Operations, told delegates that he supports strikebreaker legislation and opposes mandatory drug testing of transportation workers.

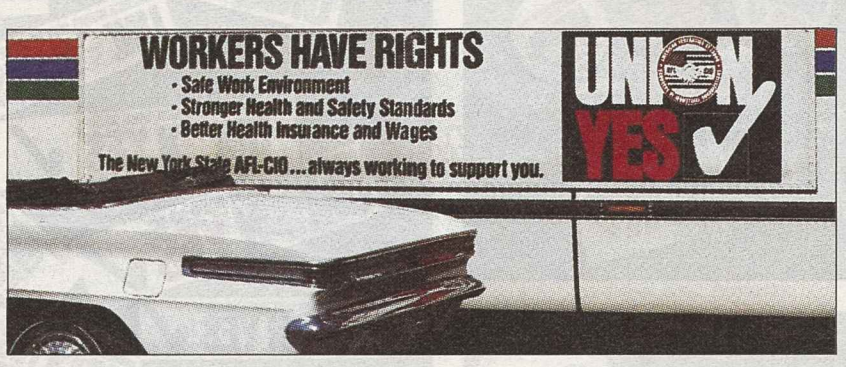
''We don't need to be followed around to the rest rooms to be told that you may be secretly tested or surprise tested,'' Conyers said.

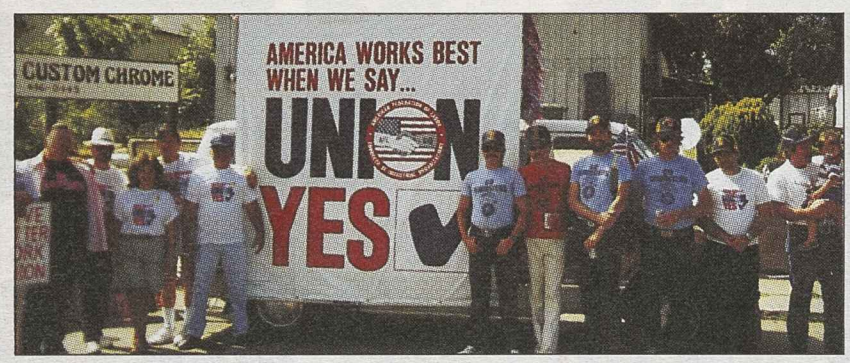
The delegates approved a per capita increase, raising the monthly dues to 90 percent of the average hourly wage in November 1990, to 105 percent a year later and to 120 percent in 1992.

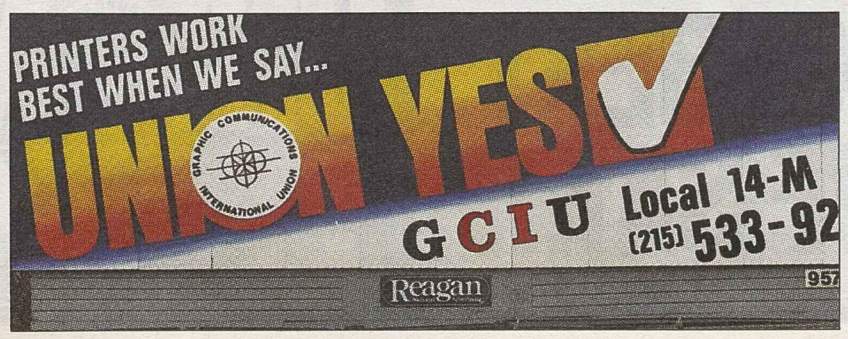
In a constitutional change, the convention specified that any merger with another union must be subject to a membership referendum.

A special supplement to the AFL-CIO News









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The local campaigns

Virtually all national and international unions, state federations and hundreds of local unions and central labor councils are adapting the Union Yes logo, taking advantage of the national AFL-CIO image campaign.

The Mine Workers used the Union Yes banner as a backdrop at a rally, and purchased air time for two commercials during the evening TV news that reported the rally.

The success convinced the union to form a media committee to ensure that Union Yes is used in all future campaigns, local union activities, and on leaflets and flyers.

UFCW Local 1 in Utica, N.Y., found another way to adapt Union Yes to an organizing campaign.

Besides using Union Yes buttons, Local 1 mailed a 12-minute video featuring Union Yes music and graphics to 700 potential new members at St. Elizabeth's Hospital.

The employees were able to learn, at home in an environment free from company influences, about UFCW Local 1 and what it has to offer.

Three billboards also have been erected on main streets around the medical facility to reinforce Local 1's message.

In New York City, where 10 unions are battling the intransigent management at the Daily News, CWA Mailers Local 6 is distributing Union Yes lapel pins to show appreciation to members participating in the ''Save the Daily News'' campaign.

The Contra Costa County, Calif., AFL-CIO has purchased bulk quantities of buttons and bumper stickers customized with its logo, which it makes available in small quantities to its affiliated local unions. The response from the affiliates has convinced the CLC that the expenditure is well worth it.

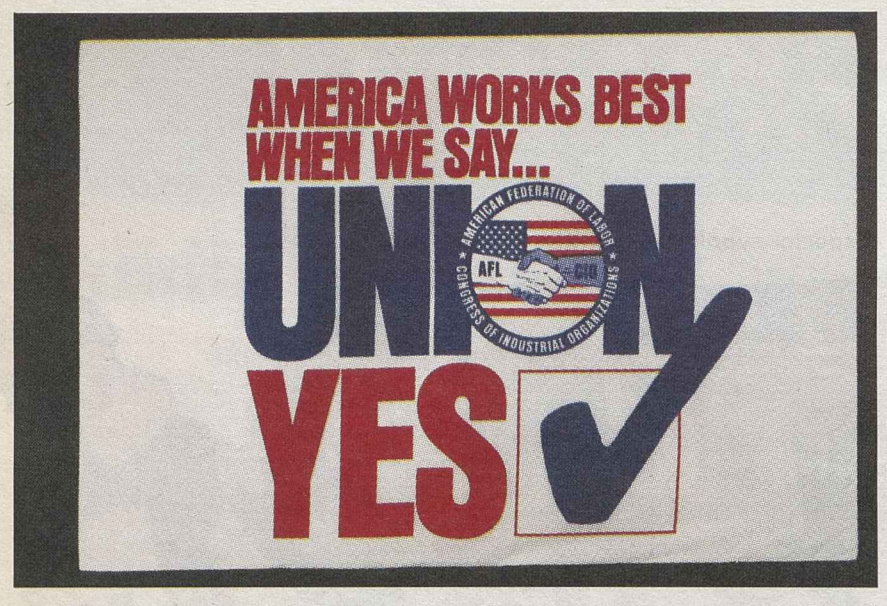
Local campaign development

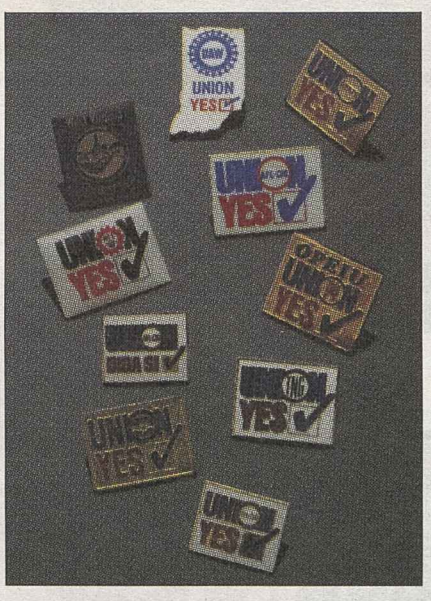
You can customize Union Yes to fit your local union's activities and events by calling the toll free number 1-800-242-UNION to order the Union Yes advertising kit, which is complete with camera-ready art for imprinted items. The artwork is in English and Spanish and can be used with the AFL-CIO seal or customized with your local union's seal.

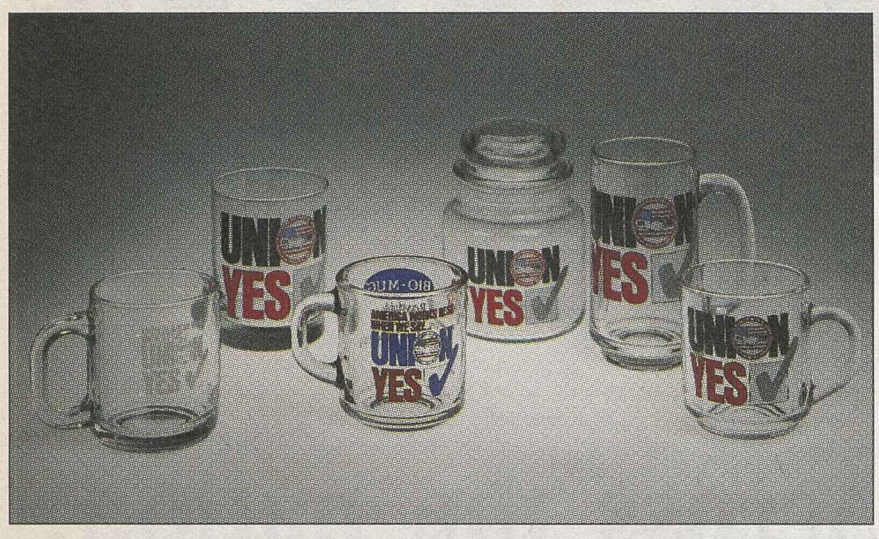
The kit also includes a video that shows how other unions have used Union Yes to create their own campaigns. The examples include use of TV and radio, billboard, buscard and print advertising, as well as imprinted items.

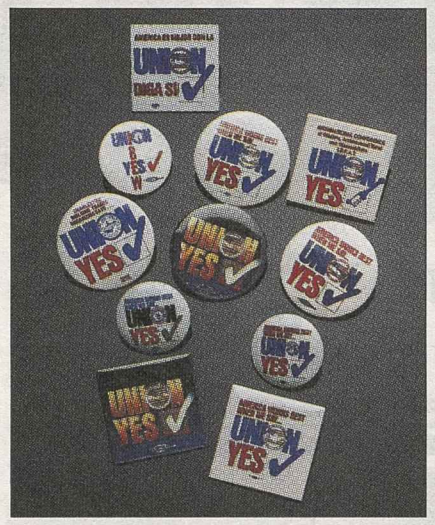
The advertising kit also includes a list of AFL-CIO-approved vendors that guarantee 100-percent union-made products, and tips and techniques to help develop local campaigns and events.

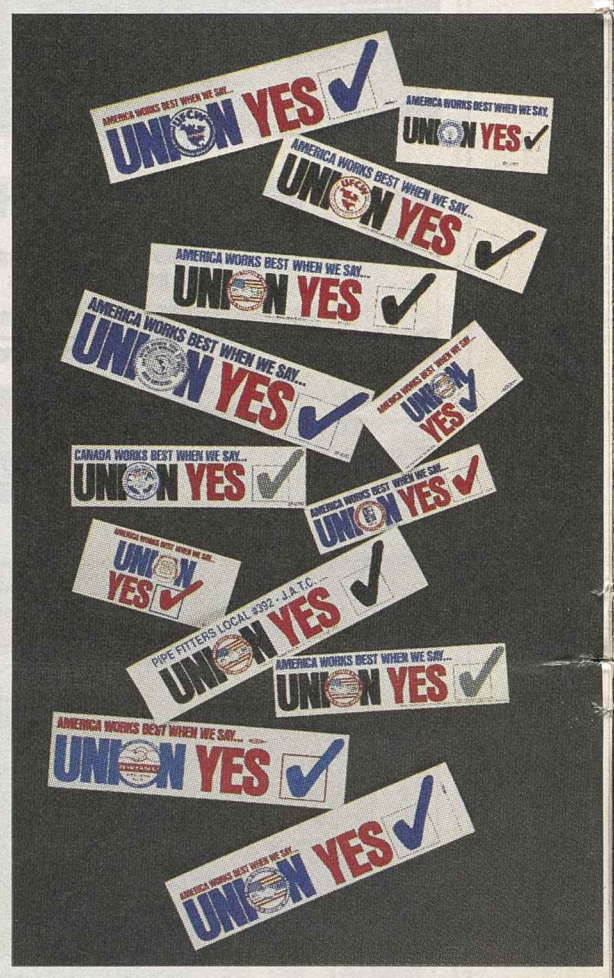
The AFL-CIO and the Labor Institute of Public Affairs have media specialists on staff who can assist you with any stage of campaign development.

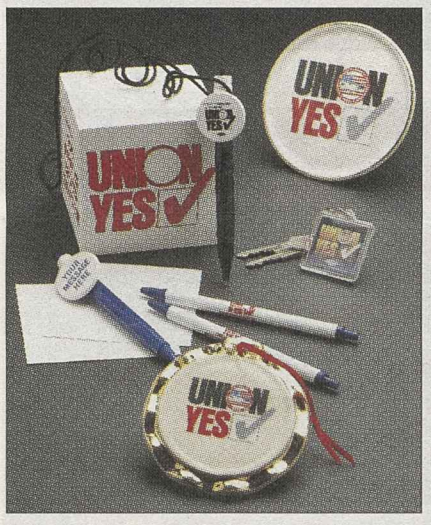












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P.O. Box 768
Hutchinson, Kan. 67501
(316) 662-6460
FAX: (316) 662-1147
Contact: Donna Jo James
Bumper stickers, lapel pins

American Art China Co.
1030 15th St. NW
Suite 408
Washington, D.C. 20005
(202) 371-9112
FAX: (202) 371-5608
Contact: Don Abrahams
Coasters, jars, glasses, cups/mugs

Askew and Associates
14233 Catamount Court
Silver Spring, Md. 20906
(301) 598-5802
FAX: (301) 598-0341
Contact: Shirley Askew
Bumper stickers, decals, buttons, balloons, banners

Brede Exposition Services
2211 Broadway N.E.
Minneapolis, Minn. 55413
(612) 331-4540
Contact: Rene Roberts
Neon signs, posters

Creative Photo Crafts
222 Main St.
P.O. Box 50590
Toledo, Ohio 43605
1-800-992-2343
(419) 691-0493
FAX: (419) 691-1252
Contact: John Best
Bumper stickers, buttons

Elite Marketing Services
9241 Reseda Blvd. #202
Northridge, Calif. 91324
(818) 772-6105
FAX: (818) 772-2712
Contact: Cathy Krussell
Koozie cups, pens, note pads, cups/mugs

Graphics American Made
800 Livermore St.
Yellow Springs, Ohio 45387
(513) 878-5900
FAX: (513) 767-2389
Contact: Frank Rosati
Jackets, T-shirts, sweatshirts

Ideas to Go — USA
988 South "B" St. #1
San Mateo, Calif. 94401
(415) 578-1533
FAX: (415) 572-1838
Contact: Paul & Gerry Hagadorn
Car sunshields, paper plates, napkins, buttons, pens, glasses, floor mats

J.S. & Co.
53 S. Bolton Ave.
Indianapolis, Ind. 46219
(317) 353-0574
Contact: Stan & Donna Arthur
Pins, buttons, T-shirts, caps

Kelly Press
1701 Cabin Branch Road
Cheverly, Md. 20785
(301) 386-2800
Contact: Mike Kelly
Popcorn bags, signs

K & R Industries
7310-B McWhorter Place
Annandale, Va. 22003
(703) 256-5955
FAX: (703) 941-0333
Contact: Keane Eagen
Lapel pins, banners

Painters Local #1140
1818 W. Northern Lights Blvd.
Anchorage, Alaska 99503
(907) 279-3556
Contact: Raymond Smith
Parade banners

Recognition Specialties
3915 Dacoma
Suite F
Houston, Texas 77092
(713) 688-4474
FAX: (713) 688-5516
Contact: Paul & Joan Britton
Bumper stickers, buttons

RLM Graphics
1615 E. Lake Street
Minneapolis, Minn. 55407
(612) 721-5491
Contact: Ricardo L. Morales
Posters, signs

Rocky Mountain Screen Print
#13 East Kensington
Salt Lake City, Utah 84115
(801) 596-7388
Contact: Larry McNeil
Caps, T-shirts

Stacy Publishing Inc.
222 Alta Avenue
Louisville, Ky. 40205
(502) 456-4568
Contact: Tom & Laury Brimm
Bumper stickers, pins, buttons

Star Graphics
240 10th Street
Toledo, Ohio 43624
1-800-562-5940
(419) 243-6954
FAX: (419) 243-1852
Contact: Rick Rudnicki & Linda Fimognari
Bumper stickers, pins, T-shirts

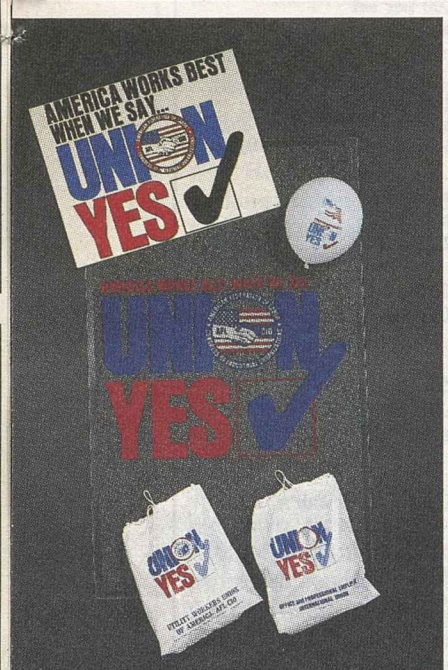
The Union Shop
12 Kenwood
Hazelwood, Mo. 63042
(314) 731-5437
Contact: John Angelo
Postcards, caps

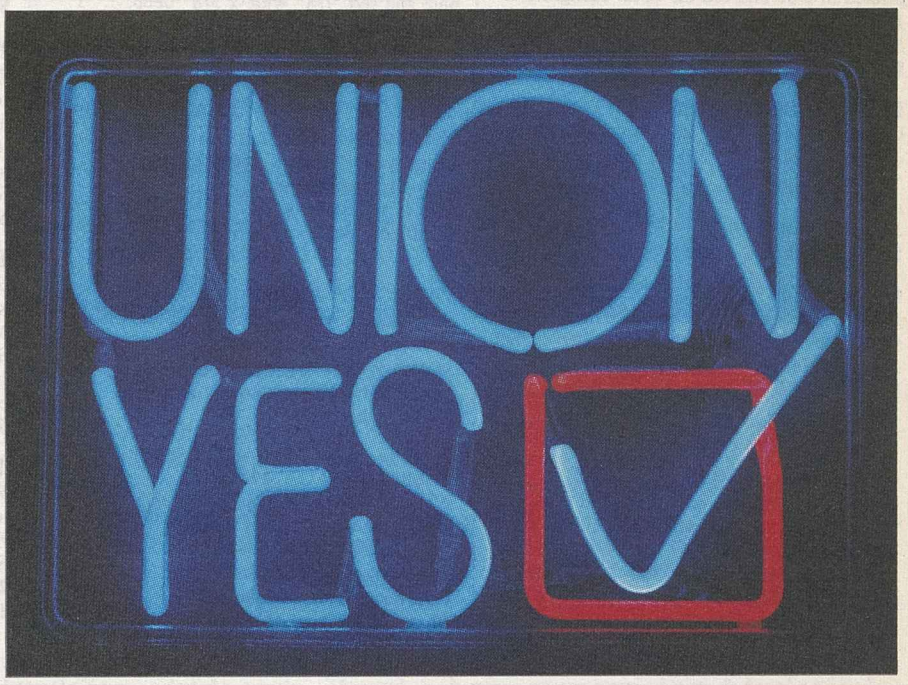
Union Marketing Ideas
1100 Sunset Strip
Suite 3
Sunrise, Fla. 33313
(305) 581-0667
FAX: (305) 583-4874
Contact: Ted & Linda Masseinello
License plates, bumper stickers, labels, buttons

Union Sales Co.
3693 Forest Park Blvd.
St. Louis, Mo. 63108
1-800-325-2666
(314) 652-2500
FAX: (314) 652-6929
Contact: Cheryl Doyan
T-shirts, jackets, caps

Vedros Printing & Advertising Inc.
9718 Woodland Lane
P.O. Box 16018
Kansas City, Mo. 64112
1-800-829-2880
(816) 941-2880
Contact: George Vedros
Tote bags, nylon coolers

Windjammer Inc.
525 North Main
Bangor, Pa. 18013
1-800-441-6958
(215) 588-0626
FAX: (215) 588-2046
Contact: Jamie Smith
T-shirts, sweatshirts, jackets





Spanish ad featuring Olmos from Union Yes advertising kit.

Union Yes reaches out to Hispanics

Union Yes offers a vehicle to assist union leaders to reach out to Hispanics, the fastest growing segment of the workforce.

''America Works Best When We Say 'Union Yes'''...''America Es Mejor Con La 'Union Di Que Si.''' In both English and Spanish, the Union Yes sentiment accurately expresses the fundamental principle that unions are an important and vital voice in the American workplace.

Using ''Union Di Que Si'' is easy with a variety of products prepared by the AFL-CIO, which can be customized to fit local campaigns. You can order an advertising kit complete with Union Yes Spanish artwork and logo sheet by calling 1-800-242-UNION toll free.

The kit includes information on ordering Spanish billboards and buscards featuring Miami Vice star Edward J. Olmos; 60-second Spanish radio spots that can be customized with a local message; and a 30-second TV spot, also featuring Olmos.

The AFL-CIO and the Labor Institute of Public Affairs have media specialists on staff to assist you in using these items to develop a local campaign.

Order from the AFL-CIO

Individuals who want to order ''Union Yes'' imprinted items in small quantities may order select items with either the AFL-CIO logo or the Union Yes logo, many imprinted in either English or Spanish. These 100 percent union-made products make perfect personal gifts, awards and honoraria for union members and their families.

When ordering, please use the order form found at the bottom of this page. Only prepaid orders are accepted. Send orders to the AFL-CIO, Department of PMO, 815 16th Street, N.W., Room 209, Washington, D.C. 20006. Shipping and handling are included in the costs. District of Columbia residents add 6 percent sales tax.

Union Yes Items

Balloons # UY100
Inflatable to 10″, these white balloons are imprinted with blue and red ''America works best...Union Yes'' logo and American flag.
Sold in packages of 25
$6.25 per pkg.

Ball Point Pens #UY101
Attractive blue and white pocket-clip pens with red Union Yes logo on barrel. Blue ink.
Sold in packages of 12.
$7.20 per pkg.

Buttons #UY102
Round laminated buttons with safety clasp. ''America works best...Union Yes'' logo imprinted in blue and red on white background. 2 1/4″ diameter.
Sold in packages of 25
$10.00 per pkg.

Buttons #UY103
Round laminated buttons with safety clasp. ''America works best...Union Yes'' logo imprinted in blue and red on white background. 1 5/8″ diameter.
Sold in packages of 25
$7.50 per pkg.

Bumper Stickers #UY104
Coated surface for brighter, longer-lasting colors. 11 1/2″ x 3″. White background with ''America works best...Union Yes'' logo in blue and red.
Sold in packages of 25
$6.25 per pkg.

Cap #UY105
Baseball style with blue mesh, white front and blue visor. Union Yes logo imprinted in blue and red. Adjustable size.
Single cap $6.00 each
2-9 caps $5.25 each
10 or more caps $5.00 each

Coffee Mug #UY106
Twelve oz. ceramic, cream colored with gold bands around top and bottom and Union Yes in blue and red on side.
Single mug $5.00 each
2-9 mugs $4.50 each
10 or more mugs $3.50 each

Hard Hat Decals #UY107
White background with ''American works best...Union Yes'' logo printed in blue and red. 2 1/4″ square with rounded corners. Durable coated finish.
Sold in packages of 10
$2.00 per pkg.

Window Decals #UY108
Self-adhesive with clear background. ''America works best...Union Yes'' logo printed in blue and red. 3″ square. Applies from inside window to show correctly from outside.
Sold in packages of 10
$2.50 per pkg.

Lapel Pin, *cloisonne* #UY109
Union Yes logo in blue and red with gold trim and white background. 1″ wide x 3/4″ deep.
Single pin $1.50 each
2-9 pins $1.25 each
10 or more pins $1.20 each

Lapel Pin, gold finish #UY110
Etched gold background with Union Yes logo in blue and red. 7/8″ wide x 5/8″ deep.
Single pin $1.50
2-9 pins $1.25 each
10 or more pins $1.20 each

Pencils #UY111
White with ''America works best...Union Yes'' logo on upper barrel.
Sold in packages of 12.
$3.60 per pkg.

Poster #UY112
Edward Olmos is featured on this full-color 17″ x 23″ poster. ''Our Unions Give us a Voice...No Matter What Language We Speak'' is main headline. Heavy-duty coated stock.
$5.00 each

Sweat shirt #UY 113
White 50% cotton/50% polyester with Union Yes logo in blue and red on front.
Please state size(s) (s-m-l-xl)
Single sweat shirt $14.00 each
2-9 sweat shirts $13.00 each
10 or more sweat shirts $12.75 each

T-Shirt #UY114
White 50% cotton/50% polyester with Union Yes logo in blue and red on front. Trimmed in blue on collar and sleeves.
Please state size(s) (s-m-l-xl)
Single T-shirt $7.50
2-9 T-shirts $7.00 each
10 or more T-shirts $6.75 each

Tote bag #UY115
Sturdy canvas, 15″ high by 10″ wide by 5″ deep. ''America works best...Union Yes'' logo on one side in blue and red. Red handles.
Single bag $6.00 each
2-9 bags $5.25 each
10 or more bags $4.50 each

Union Yes Items — *Spanish*

Bumper Stickers #UY116
Coated surface for brighter, longer-lasting colors. 11 1/2″ x 3″. White background with ''America works best...Union Yes'' logo printed in Spanish — ''America es mejor con la Union Di Que Si.'' Colors in logo are blue and red.
Sold in packages of 25
$6.25 per pkg.

Button #UY117
Two-inch square laminated with white background. ''America works best...Union Yes'' logo printed in Spanish — ''America es mejor con la Union Diga Si. Colors in logo are blue and red.
Sold in packages of 25
$10.00 per pkg.

Poster #UY118
Edward Olmos is featured on this full-color 17″ x 23″ poster. ''Our Unions Give us a Voice...No Matter What Language We Speak'' is printed in Spansh — ''Las Uniones son nuestra Voz...No Importa que Idioma Hablamos.'' Heavy-duty coated stock.
$5.00 each

T-Shirt #UY119
White 50% cotton/50% polyester with Union Yes logo printed in Spanish in blue and red on front.
Please state size(s) (s-m-l-xl)
Single T-shirt $7.50
2-9 T-shirts $7.00 each
10 or more T-shirts $6.75 each

AFL-CIO Items

Cap #UY120
Baseball-style, blue mesh, white front and blue visor. AFL-CIO logo imprinted on front. Adjustable size.
Single cap $6.00 each
2-9 caps $5.25 each
10 or more caps
$5.00 each

Coffee Mug #UY121
Twelve oz. ceramic, cream-colored with gold bands around top and bottom and AFL-CIO logo in blue and red on side.
Single mug $5.00 each
2-9 mugs $4.50 each
10 or more mugs $3.50 each

Glasses #UY122
Elegant but sturdy glass with AFL-CIO logo imprinted on side. Available in 7 oz. old-fashioned or 12 oz. beverage style.
Please specify style desired.
Sold in sets of 4
Black logo $10.00 per set
Gold-laid logo $25.00 per set
NOTE: Please allow six weeks for delivery on gold-laid glasses.

Lapel Pins #UY123
Gold background with AFL-CIO above clasp hands. Small American eagle on top. 3/8″ wide x 1/2″ deep.
Single pin $3.00 each
2-9 pins $2.75 each
10 or more pins $2.50 each

Sweat shirt #UY124
White 50% cotton/50% polyester with AFL-CIO logo on front.
Please state size(s) (s-m-l-xl)
Single sweat shirt $14.00 each
2-9 sweat shirts $13.00 each
10 or more sweat shirts $12.75 each

T-Shirt #UY125
White 50% cotton/50% polyester with AFL-CIO logo on front.
Please state size(s) (s-m-l-xl)
Single T-shirt $7.50
2-9 T-shirts $7.00 each
10 or more T-shirts $6.75 each

*** Union Yes logo may be customized to include individual local insignia**

AFL-CIO Order Form

COPY THIS FORM IF ADDITIONAL ROOM IS NEEDED

DESCRIPTION / ORDER NUMBER (as shown above)	SIZE OR STYLE (IF APPLICABLE)	QUANTITY DESIRED	PRICE	$ TOTAL

$ SUBTOTAL
IN D.C. ADD 6% TAX
TOTAL $ ENCLOSED

Ship to:
NAME _____
ORGANIZATION _____
STREET _____
CITY/STATE/ZIP _____

NOTE:

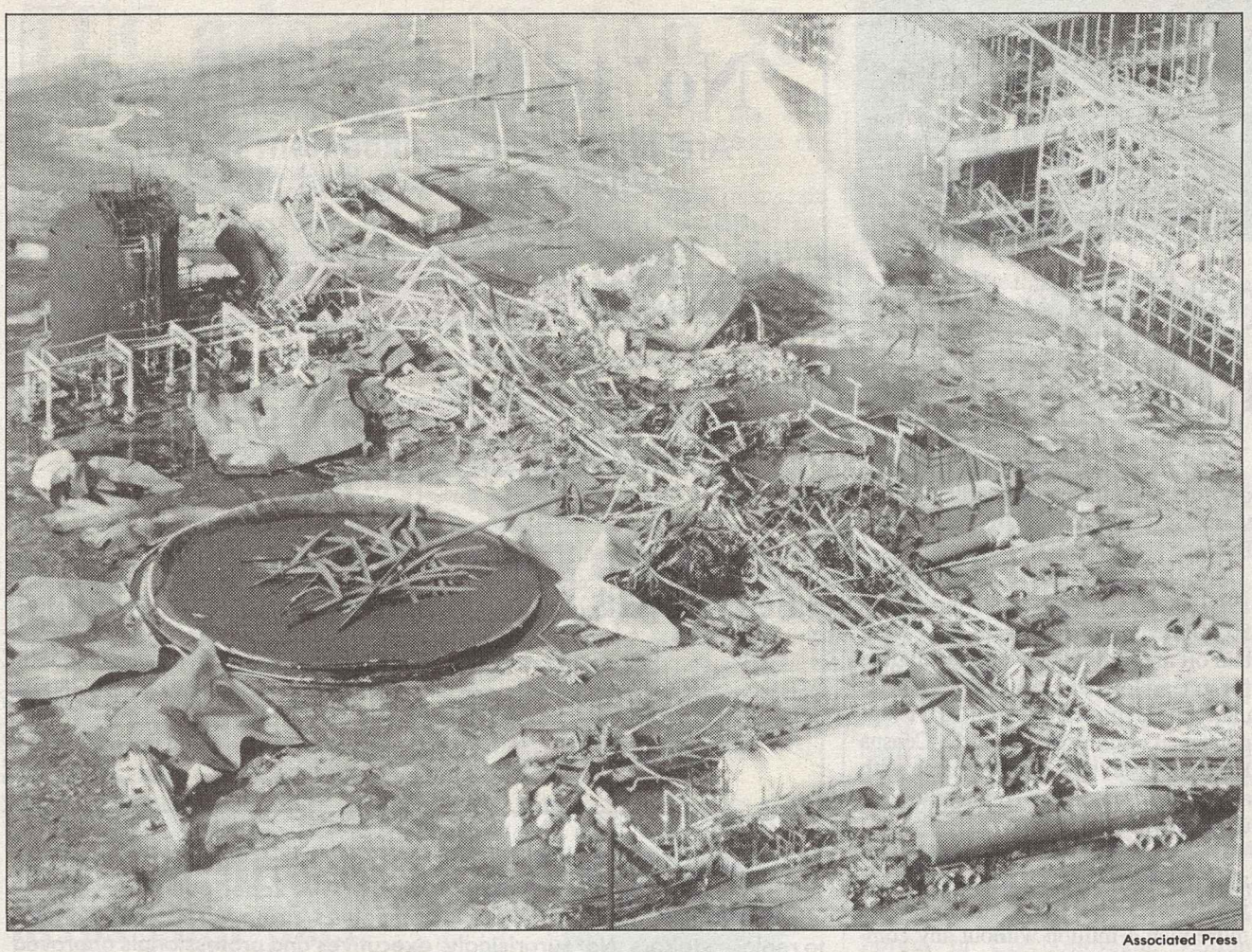
Please allow four weeks for delivery.

Mail order form with check to:
AFL-CIO
Dept. PMO
Room 209
815 16th St. NW
Washington, DC 20006

MAY WE PLEASE HAVE YOUR **DAYTIME PHONE** IN CASE THERE IS A QUESTION ON THIS ORDER?

_____ AREA CODE

_____ TELEPHONE NUMBER



Associated Press

Seventeen workers died in the inferno that leveled a city-block sized area of the Arco Chemical Co. facility in Channelview, Texas, the second major explosion in Houston area in nine months. Twenty-three workers died in an explosion at a Phillips Petroleum Co. plant last Oct. 23, including 14 OCAW members.

Chemical plant rule 'too little, too late'

By Arlee C. Green

Unions blasted the Occupational Safety and Health Administration's proposed chemical plant safety standard as ''too little, too late,'' pointing out that it lacks an emphasis on human factors — the probable cause of two giant chemical plant explosions in the past nine months.

Seventeen workers were killed July 5 in an explosion that leveled part of the non-union Arco Chemical Co. plant near Houston. Last Oct. 23, a ground-shaking explosion at Phillips Petroleum Co.'s Pasadena plastics plant killed 23 workers, including 14 OCAW members, and injured nearly 300 other persons.

The explosion at the Arco plant, about five miles from the Phillips facility, killed five Arco workers, 11 employees of the contract firm of Austin Industrial Inc., and a truck driver. The wife of one victim reportedly received three calls from her husband within hours of the blast, in which he expressed concern about a compressor that was being worked on. Some of the workers had been on the job nearly 19 hours when the blast occurred.

AFL-CIO Vice President Lynn R. Williams is to testify before the House Employment and Housing Subcommittee on July 23 on the proposed rule and the role of the White House Office of Management and Budget in delaying its promulgation. Williams, president of the Steelworkers, chairs the federation's Committee on Safety and Occupational Health.

At a press conference the day after the Arco explosion, OCAW Secretary-Treasurer Tony Mazzocchi called the blast ''a deplorable episode, but predictable.'' He criticized Arco's use of contract labor with less training than the company's regular workforce, and an industrywide lack of preventive maintenance.

OSHA's proposed chemical plant rule focuses on the use of ''management controls'' to improve safety, requiring employers to conduct ''process hazard analyses'' to determine where problems may occur. Employers then would have to take corrective actions to improve the safety of the process and to pre-plan actions that would be needed if certain equipment failed.

Some 2.2 million workers, primarily in the manufacturing industries such as chemicals and allied products and petroleum refining and related industries, would be covered by the rule, OSHA said.

''The proposal does not change the status quo one bit,'' said OCAW Vice President Robert Wages, who criticized the proposed standard's training requirements for contract employees, who were working at the scene of both the chemical plant explosions.

He said the training provision ''perpetuates the unsafe practices that threaten the existence of an industry.''

While requiring the primary employer to certify its regular employees with a safety training program, it only specifies that employers ''shall ensure the contract employees are trained in the work practices necessary to safely perform their jobs,'' Wages said, asking, ''Trained by whom?''

He called for a standard that would require the primary employer, ''in consultation and agreement with the employees' representative, to provide training and certification to all employees, contract and permanent, in the same classroom with the same instructors. Anything less will do nothing to change the current catastrophic conditions of the industry.''

Michael Wright, director of safety and health for the Steelworkers, said the ''problem is the standard comes too late.'' He faulted OMB for quashing OSHA's initial efforts at producing a standard in 1985 by telling the agency not to put it on its regulatory agenda.

OMB promised to fast-track the OSHA proposal following the Phillips' explosion and reluctantly released it after the Arco accident, he said. ''If a standard had been in place, those explosions might not have happened and those workers would be alive,'' Wright said.

Seat belt rule lauded; more action sought

Labor Secretary Elizabeth Dole's proposed rule for mandatory seat belt use and driver training for more than 35 million workers who drive on the job drew praise from the AFL-CIO as progress toward an effective vehicle safety standard.

Peg Seminario, director of the federation's Department of Occupational Safety and Health, welcomed the proposal as ''a first step in reducing the high toll of job-related motor vehicle fatalities and injuries.''

''The standard also needs to require vehicle inspection and maintenance to ensure the safety of vehicles and protection of workers,'' Seminario said.

She said proposed standard ''reflects the personal commitment of Secretary Dole and Assistant Secretary Gerald Scannell on vehicle safety.'' Seminario said the AFL-CIO would continue to be involved in improving the standard during the public rulemaking process.

The Labor Department estimates that the new proposal would save some 465 to 684 lives and prevent between 22,221 and 31,635 lost-workday injuries each year from motor vehicle accidents.

Under the proposed rule, employers would have to require that employees who operate or ride as passengers in motor vehicles for official business wear seat belts, and that motorcyclists use helmets. The rule would cover all vehicles that are required by federal law to have belts installed.

While 36 states already have mandatory seat belt laws, only about 50 percent of drivers and passengers use the belts, Dole said.

The proposal requires employers to provide a driver safety awareness program for regular on-the-job drivers. Training would include vehicle familiarization; safety belt and motorcycle helmet use, and the effects of drugs and alcohol on driving.

ALPA terms Eastern talks 'disappointing'

By Candice Johnson

While union members and creditors are tracking a potential buyout of troubled Eastern Airlines by Northwest Airlines, relations between management and Eastern's unions — Machinists, Air Line Pilots and Transport Workers — remain turbulent.

Contract talks between ALPA and Martin Shugrue, who was named by the federal bankruptcy court to replace owner Frank Lorenzo, broke off July 9. Negotiations were declared to be at impasse by a federal mediator, allowing a strike vote by ALPA members after a 30-day ''cooling-off period.''

ALPA said the negotiations were ''a major disappointment,'' particularly in light of Shugrue's statements that labor peace was essential to Eastern's survival.

The union said it was ready to continue talks throughout the ''cooling off'' period.

Eastern refused a federal mediator's proposal of arbitration to settle the dispute, which centers on contract terms, recall of non-working pilots, seniority for scab pilots and ALPA claims against Continental Airlines Holdings Inc.

Shugrue outlined a bleak financial picture at the July 13 creditors' committee meeting, telling creditors the carrier is expected to lose more than $500 million this year. Eastern's market share has dropped to 3.6 percent, airline analysts said. Last month's load factor was 61 percent, far below the break-even rate of 80 percent.

Despite talk of desired labor peace, Shugrue sharply criticized the IAM for its campaign to convince travel agents not to book clients on Eastern at a news conference following the creditors' session. Shugrue also has urged the federal bankruptcy court to remove the three unions as members of the unsecured creditors' committee.

Northwest chairman Alfred Checchi, who already has met with Eastern union representatives, is scheduled to meet with financial advisers to Eastern creditors. Northwest reportedly is interested only in some gates and maintenance operations, but has widened talks to include a possible buyout of the airline.

Eastern also faces criminal charges for falsifying service records at two New York airports. A grand jury investigation found evidence that Eastern managers approved work reports that were never carried out, federal officials said. The carrier earlier agreed to pay a $2.9 million fine to the Federal Aviation Administration.

To bolster their fight for new contracts at Easterns, striking IAM members in several cities have been joined by pilots, attendants and other union supporters at rallies and picket lines.

In Detroit and Pittsburgh, union members rallied outside the Eastern facilities, then marched through the terminals chanting ''no peace, no contract'' during a ''solidarity walk-through.''

Miami unionists circled the airport with a ring of supporters, joined by delegations of pilots and flight attendants in uniform and Boston union members picketed the Eastern and Continental operations at Logan Airport. And in Washington, ALPA members set up informational picketlines both inside and outside the terminal at National Airport.

DATA

Employment outlook dims despite dip in jobless rate

By John R. Oravec

The jobs situation got stickier in June even as the unemployment rate edged down to 5.2 percent from 5.3 percent in May. The increase in employment came largely through added service industry jobs, while factory jobs continued on a steady decline.

And the employment outlook appeared increasingly bleak as two major corporations — McDonnell Douglas and AT&T — announced pending mass layoffs of more than 21,000 workers.

Civilian employment increased by 40,000 during June to 118.4 million, the Bureau of Labor Statistics reported. Unemployment declined by 206,000 to 6.4 million, although the civilian labor force shrank by 168,000 to 124.8 million.

AFL-CIO chief economist Rudy Oswald called the situation "depressingly stagnant." In addition to the 6.4 million unemployed in June, there were 900,000 discouraged workers at the end of the second quarter who were not counted as unemployed — an increase of 150,000 from the first quarter, Oswald noted.

Besides the discouraged workers and the officially unemployed, Oswald said 5 million were in part-time jobs because they could not find full-time work, for a total of 12.3 million affected by total or partial unemployment.

The goods-producing sector remained weak in June, BLS said.

Manufacturing payrolls declined 30,000 over the month to 19.3 million. Job losses were spread over several durable goods industries as well as in food processing and apparel in nondurables. Since March 1989, factory job losses totaled 335,000.

Construction employment declined 14,000 in June, dropping for the fourth consecutive month. At 5.3 million, construction jobs were about at the same level as a year ago, BLS said.

Mining jobs increased by 2,000 over the month to 760,000. Over the year, BLS said, the industry has added 45,000 jobs.

The service industry added 115,000 jobs over the month, including 30,000 health services. Over the year, the service sector job gains totaled 1 million while retail trades added some 270,000.

Government jobs grew by 700,000 over the year, including nearly 200,000 temporaries employed by the Census Bureau.

But as the population count for the 1990 Census winds down, the nearly 50,000 temporary workers who were laid off are finding they are not eligible for unemployment benefits — particularly those hired after April 20. A supplemental appropriation for the Census Bureau passed by Congress came with an administrative provision ending the unemployment benefits.

Overall, only one-third of the officially unemployed workers were drawing jobless benefits last month — leaving more than 4 million without any compensation, Oswald noted. The percentage of jobless workers eligible for benefits has dropped steadily — from 40 percent in January to 33.1 percent in June. The average for 1989 was 33.7 percent.

In a separate report, BLS said there were 2,762 mass layoffs in 1989, an increase of 14.2 percent over 1988. The bureau said 572,143 workers lost their jobs in the layoffs, an over-the-year increase of 23 percent.

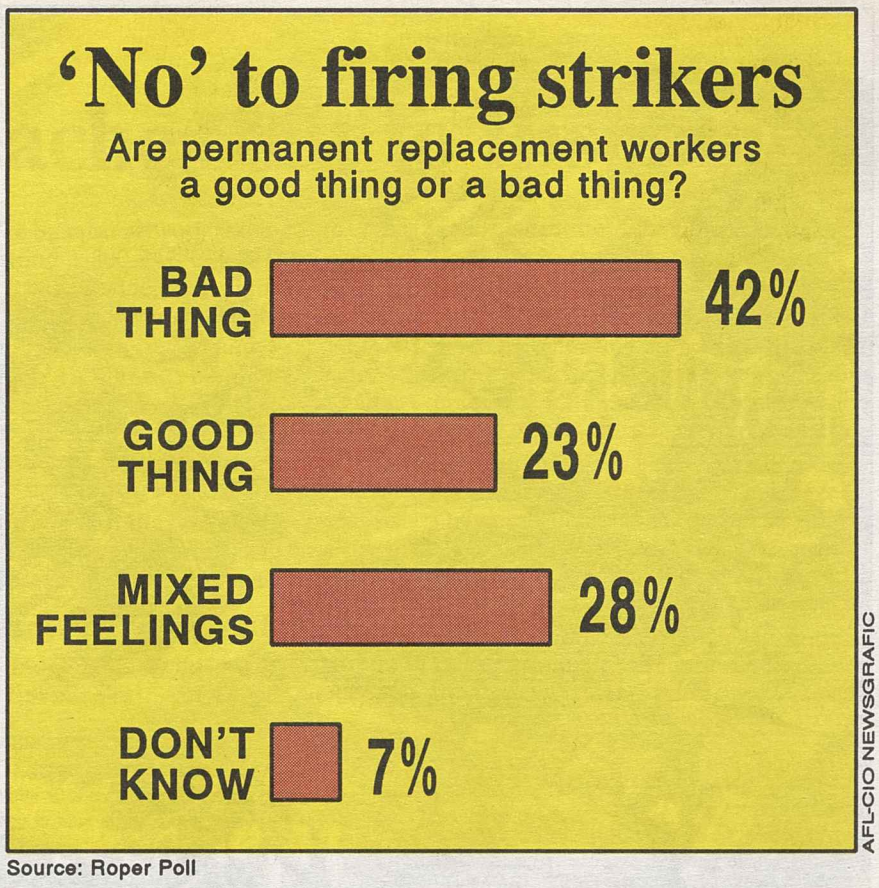
Last year, the number of worker separations per mass layoff averaged 207, compared with 192 workers in 1988. Thirteen percent of the layoffs stemmed from shutdowns.

As in 1988, a little more than half of the layoffs last year were in manufacturing industries.

In mid-July, McDonnell Douglas Corp., the nation's largest defense contractor, said it will slash 17,000 jobs by the end of 1990 as part of an overall cost-cutting plan. The layoffs will affect hourly paid as well as salaried workers of the aircraft and aerospace company.

The company said the job cutbacks will include about 4,500 in the St. Louis area and another 8,000 in Long Beach, Calif.

In early July, the American Telephone and Telegraph Co. gave notice it will layoff some 4,300 workers across the country in its network services division. Overall, 6,000 jobs are being eliminated. Of that number, 1,580 will be absorbed through attrition and retirements, AT&T said.



Source: Roper Poll

Two new polls show that Americans support striking workers and oppose the use of permanent replacement workers. A Roper poll finds that, by a 2-1 margin, Americans object to companies hiring permanent workers to replace strikers. Not surprisingly, executives and professionals approved of hiring scabs by a 39-28 margin, while white- and blue-collar workers were strongly opposed. In a separate survey by Penn and Schoen Associates, 65 percent of Americans polled opposed employers having the right to replace strikers with scabs, while 28 percent approved.

June consumer price surge wipes out weekly wage gains for most workers

Consumer prices for urban wage earners rose 0.6 percent in June, the sharpest jump in the CPI-W since the 1.1-percent surge in January, the Bureau of Labor Statistics reported. Over the past 12 months, prices have advanced 4.5 percent.

Because of the rising prices, workers made no economic headway last month even with a 0.6-percent increase in average weekly earnings, BLS noted in a separate report.

Over the year, weekly wages rose 4 percent. But with the 4.5-percent rise in the prices, real weekly earnings fell by 0.5 percent. And from June 1980, workers' real earnings are down 3.8 percent, AFL-CIO economist Anne Draper pointed out.

Workers were paying more for basic necessities as food, shelter and energy costs rose in June.

Food prices jumped 0.8 percent, mainly from stiff increases in the prices of fresh fruits and vegetables and for pork and poultry. Food prices have increased 5.6 percent since June 1989.

Gasoline prices, which dropped 1.7 percent in May, advanced 2.5 percent in June. Heating oil prices declined 2.8 percent over the month, but were still 6 percent above the same month a year ago.

Housing costs, basically rents, rose 1 percent last month and were 5.3 percent ahead of June 1989. Homeowners' costs rose 1.2 percent over the month and 5.9 percent over the month a year ago. However, the overall housing component increased 0.6 pecent in June and was up 4.2 percent in the last 12 months.

A key factor in the rising household costs stems from cable television charges, which advanced 2.6 percent in June. Over the last seven months, the index for cable TV shot up at an annual rate of nearly 19 percent.

The largest increase over the month came in "other goods and services," advancing 1.1 percent — largely on price increases of 2.4 percent on tobacco products and 0.8 percent on personal toilet goods.

The price index for urban consumers (CPI-U) advanced 0.5 percent in June and was up 4.7 percent over the last 12 months.

Manufacturing imports amplify trade gap

America's trade deficit widened in May to $7.7 billion as imports topped $40.5 billion and exports edged up to $32.8 billion. Manufactured goods accounted for $6.5 billion of the deficit.

The over-the-month trade gap rose nearly 6 percent after the Commerce Department revised the April shortfall from $6.9 to $7.3 billion.

Imports of manufactured goods rose $1.2 billion to $32.3 billion while exports rose $0.8 billion to $25.8 billion. Imports of petroleum products rose $0.6 billion to $4.3 billion, even though the average price per barrel of oil dropped $1 in May to $15.75.

In the first five months of 1990, AFL-CIO economist Mark A. Anderson noted, the U.S. trade imbalance of $40.7 billion is running only $5.7 billion below the 1989 pace, when the nation ran up a $109.4 billion trade deficit for the year.

Over the last 12 months — June 1989 to May 1990 — the U.S. trade deficit amounted to $103.7 billion, according to the Commerce Department data. In the comparable 1988-89 period, the shortfall was $114.7 billion.

Based on those numbers, it's likely the nation will end the year with the trade gap at the $100-billion mark, Anderson said. The trade deficit has exceeded $100 billion every year since 1984.

Anderson voiced concern that the recurring flood of manufacturing imports will trigger more factory job losses in coming months. Hundreds of thousands of better-paying manufacturing jobs have been wiped out by the trade imbalance, Anderson said, including many of the 335,000 lost just since March 1989.

The Commerce Department registered increases in May for imports of clothing and footwear, trucks, power generating machinery, autos, iron and steel products, and chemicals.

Japan continued to run up the biggest trade imbalance with the United States, which at $2.9 billion was nearly $1 billion less than in April. For the first five months of 1990, the shortfall amounted to $16.5 billion with imports of $35.8 billion and exports to Japan of $19.3 billion.

Housing starts skid fifth month in row

New housing construction fell 2.3 percent in June, the fifth monthly drop in succession, the Commerce Department reported.

New homes and apartments were being built last month at an annual rate of 1.18 million units. That was the lowest level of building activity since October 1982 at the depths of the Reagan recession.

But a glimmer of an upturn came with a 3.9-percent increase in applications for building permits last month, the first rise since January.

TUC adopts 'Union Yes' campaign

Manchester, England

The AFL-CIO's highly successful "Union Yes" campaign has spread to this major British industrial center, where the same message is being used as the keystone in the first-ever union recruitment drive conducted by the British Trades Union Congress.

Under the Union Yes banner, the nation's trade union center is joining with individual unions in mounting a three-week drive to make the public more aware of the contribution unions make at work and in society, said TUC General Secretary Norman Willis.

"Our aim is to bring a greater understanding of the trade union movement and, not least, to increase trade union membership," Willis said, calling Manchester "a good potential recruitment ground" because of its historic links to the labor federation since its formation more than 120 years ago.

The TUC official pointed out that, while Manchester's major industries are unionized, most of the other, non-industrial companies in the area employing more than 200 people are largely unorganized.

Workers at these target firms are either semi-skilled or unskilled, and they have smaller proportions of skilled manual workers, office employees, as well as managerial and professional personnel.

Willis pointed to national public opinion polls that show a very positive attitude toward unions, adding that employers, "if approached positively, will see that it is in their own interests, as well as their employees', to work with a professional trade union."

Because many people in nonunion workplaces don't know how to go about joining a union, the TUC has established a telephone hotline that will answer workers' questions about how to get in touch with a union appropriate for their jobs. This service will be advertised extensively in the Manchester area press.

"We have also asked unions to pick specific target companies, where they will undertake recruitment activities, safe in the knowledge that other unions will not also be targeting the same companies," the TUC general secretary said.

The message that the Union Yes campaign is designed to send to the people of Manchester is: "The trade unions are here and we are doing a good job," Willis said.

To unionized workers, he continued, the TUC is saying: "Use this opportunity to recruit the people working alongside you," while nonunion workers are being asked: "Why not join us?"

And, Willis added, the message to employers is: "Industry works best when we work together, unions and management."

A further "Union Yes" campaign is being planned for the London docklands, the TUC said, after which the trade union center will assess the two pilot projects.

Health care crisis to get cable airing

The AFL-CIO has purchased 30 minutes of cable television time to bring to the American public labor's concerns over the growing health care crisis on the first Labor Day of the 1990s.

The Labor Institute of Public Affairs, the AFL-CIO's TV arm, is preparing a special program with the emphasis on the crisis in health care.

LIPA will make the videotape available to AFL-CIO affiliates for repeat broadcasts on local television systems or any desired internal distribution.

The show is scheduled to air on Financial News Network at 10:30 a.m. Labor Day, Monday, Sept. 3, and will be repeated on FNN at 7:30 a.m. EDT Saturday, Sept. 8 and Sunday, Sept. 9. Check local listings to identify the Financial News Network (FNN) channel and time in your city.

In-plant strategy helps gain pact for Paperworkers

Spring Grove, Pa.

The Paperworkers used a concerted in-plant strategy to win a new three-year contract with T.H. Glatfelter Co., beating back management's demands for concessions to win wage increases in each year of the agreement, which was ratified 457-285.

Members of UPIU Local 1303 voted down the company's "final" offer three times after the previous contract expired Jan. 16. After each vote, the workers demonstrated in the town and, with the aid of UPIU's outreach department, used designated T-shirt days and button days to show their solidarity.

Local 1303 President Bob Smith said the owners and officers of the three-mill company live in Spring Grove. "They didn't like us demonstrating in town. The company is family-owned and I guess an unhappy bunch of workers is not the image they want to wear. But it sure helped us at the bargaining table."

The employees also participated in a "workers' safety" campaign, avoiding shortcuts and other actions that would have been hazardous.

The new agreement provides a 1.25-percent pay increase the first year, retroactive to Jan. 16, along with a $1,000 lump-sum bonus. Increases of 2.5 percent are scheduled for each of the remaining two years. Monthly pension benefits were improved from $16 per year of service to $19 immediately and to $21 in the third year.

Management wanted to eliminate the two mandatory shutdown days, Christmas and Easter. The new accord keeps Christmas as a shutdown day, but allows the company to open on Easter provided those employees who work will get triple time, with all unit members being paid a $400 lump-sum.

Sheet Metal Workers, OCAW conventions set

The Sheet Metal Workers' convention will be in Las Vegas Sept. 24-28, not July as reported earlier in the AFL-CIO News.

The Oil, Chemical and Atomic Workers' convention is scheduled for August 1991 in Denver.

Newsmakers

Six Eastern European teacher unionists and educational leaders joined the Teachers in launching a seven-point agenda for the United States to help Eastern European educational systems to incorporate democratic principles. The plan, part of AFT's Education for Democracy/International program, was announced at a news conference in Washington by AFT President **Albert Shanker; Diane Ravitch,** co-chair of the AFT Education for Democracy/International program, and **Penn Kemble,** senior associate at Freedom House.

European educators participating in the news conference were: **Catolin Croituru,** president of the Independent Trade Union of Pre-University Educators in Romania; **Wiktor Kulerski,** secretary of State Ministry of National Education in Poland; **Ivo Atanasov Raidovski,** international secretary of the Teachers Trade Union "Podkrepa" in Bulgaria; **Jaroslav Kalous,** chairman of the School Committee of Civic Forum in Czechoslovakia; **Zoltan Pokorni,** national spokesman for the Democratic Teachers Union (PDSZ) in Hungary, and **Tibor Szecsenyi,** executive board member of the Democratic Trade Union of Scientific Workers of Hungary.

DEATHS

John C. Carroll, a union leader for nearly 50 years who retired in 1988 as an executive vice president of the Communications Workers, died of congestive heart failure on July 7 at the Washington Hospital Center in Washington, D.C. He was 68.

Carroll, who was executive vice president from 1980-88, began his career at Pacific Telephone and Telegraph Co., where he joined the union and served in a variety of local positions. In 1958, he became a CWA representative, and a year later the Southern California area director. In 1960, he was named assistant to the vice president of the Denver-based regional office and later became a district vice president. In 1972, he was named assistant to CWA President Joseph A. Beirne and held that post under Beirne's successor, Glenn E. Watts, until being elected executive vice president.

Survivors include his wife, Mary Mays-Carroll, two daughters, a step-daughter and a step-son, and six grandchildren. A memorial service was held at CWA headquarters on July 10.

Peter E. Terzick, retired treasurer of the Carpenters and editor of the union's magazine, The Carpenter, for 28 years, died July 1 at Holy Cross Hospital in Silver Spring, Md. He was 86.

Terzick, a Canadian who became a U.S. citizen in 1929, worked in a sawmill in the early 1930s when he joined Carpenters Local 2635 in Seattle, becoming the local's vice president. In 1937, he assumed the editorship of The Union Register, the union's publication for industrial and lumber workers in the Pacific Northwest. In 1943, he became editor of the international union's publication and moved to Indianapolis. In 1961, Terzick was appointed treasurer and was re-elected in 1962, 1966 and 1970.

He also served as president of the International Labor Press Association in 1958-59, after having been an ILPA vice president for two years. His union recently compiled and published a book of his thoughts and poetry, "Home Is a Time as Much as a Place."

He is survived by his wife, Hazel, a daughter and a grandson. A memorial service was held July 5.

Resources

PUBLICATIONS

Three new publications from the AFL-CIO Department of Economic Research explore the national and international economic situation. **The Trade Picture, Year End 1989** explains what has happened with the trade deficit in terms of products, countries, as well as questions of exchange rates, foreign investment, foreign debt, and employment changes. **Capital Gains: Loophole for the Rich** points out who benefits from a cut in capital gains and how the tax burden would be shifted to workers. **Apprenticeship Training** covers the historic role of apprenticeship in the United States and the increased participation of minorities and females in the apprentice trades. Single copies free from Department of Economic Research, Room 504, 815 16th St., N.W., Washington, D.C. 20006.

AIDS in the Workplace is a new 19-page pamphlet that answers basic questions about the virus and its transmission and provides a copy of the 1989 AFL-CIO Resolution on AIDS. For more information, contact Diane Factor at 202/637-5210. To order the pamphlet, which is free of charge, contact the AFL-CIO Publications and Materials Office, Room 209, 815 16th St. N.W., Washington, D.C. 20006.

The AFL-CIO Human Resources Development Institute has published a **Handbook for Labor Representatives serving on State and Local JTPA Councils.** Copies are available at $2 each from HRDI, Room 405, 815 16th St., N.W., Washington D.C. 20006, 202/638-3912.

Economic Comparisons Between Open Shop States and Free Collective Bargaining States is a report compiled by the AFL-CIO Department of Economic Research. It is available free of charge from the AFL-CIO Publications and Materials Office, Room 209, 815 16th St., N.W., Washington D.C. 20006, 202/637-5042.

The Myth of the Coming Labor Shortage: Jobs, Skills and Income of America's Workforce 2000, by Economic Policy Institute Research Director Lawrence Mishel and Ruy Teixeira, challenges the contemporary view of the upcoming labor market and the policy conclusions that flow from it. It is available for $8 from EPI, 1730 Rhode Island Avenue, N.W., Suite 812, Washington, D.C. 20036, 202/775-8810.

AUDIO

Construction Audio Project, a series of educational cassette tapes on the construction industry, is being offered by the George Meany Center for Labor Studies, in cooperation with the AFL-CIO Department of Education and Cornell University. The first tape, **Labor Law in the Construction Industry,** is now available for $6 per copy. Write to Media Coordinator, George Meany Center for Labor Studies, 10000 New Hampshire Avenue, Silver Spring, Md. 20903.

Unions alert Daily News advertisers

The 10 unions representing 3,000 workers at the New York Daily News have sent an informational letter to all the newspaper's advertisers alerting them to the bargaining difficulties that exist between the workers and management.

The letter from the Allied Printing Trades Council Action Committee told advertisers that ''because you support the Daily News with your advertising dollars, you are directly involved in the bitter labor dispute that now exists at the paper.''

Advertisers were told, ''We are going to fight back. We are going to give the Daily News a dose of tough love. When the time is right, we expect advertisers to give the Daily News a dose of tough love, too.''

Council President George McDonald said that ''tough love for the Daily News will include a request that advertisers suspend business relations with the paper.''

The unions said that the bitterness at the Daily News is the ''direct result of management's use of attack dogs, strike-breaking goons, and the hiring of the union-busting firm of King and Ballow to wage a campaign of fear and intimidation.''

News' management has demanded massive givebacks, including the right to reduce or cancel pension and health benefits, the virtual destruction of seniority rights, the elimination of union and job security, and an end to the due process protection for employees.

Bargaining began in January to replace the contracts that expired on March 31. Since their expiration, the paper has laid off 66 union employees.

Daymon J. Hartley/Detroit Free Press

Jubilant UAW leaders greet Nelson Mandela in Detroit. UAW vice-president Ernie Lofton (left) coordinated the Mandela factory visit. UAW President Owen Bieber presented Mandela with an honorary lifetime membership in the union. Mandela wears his UAW clothing proudly as Chris Dlamini (right) vice president of the Congress of South African Trade Unions looks on. In California, Mandela met with union leaders from the Bay Area, including California AFL-CIO Executive Secretary-Treasurer Jack Henning. Mandela was hailed by a crowd of 65,000 at a rally the Alameda County AFL-CIO helped organize.

Revised deficit impedes budget summit

Continued from Page 1

savings and loan institutions. That is well above the $100.5 billion figure included in the president's January report to Congress.

Under the Gramm-Rudman balanced budget law, shortfalls of more than $10 billion above the deficit reduction target of $64 billion automatically trigger across-the-board cuts in spending — excluding Social Security and programs such as welfare and food stamps, and possibly the savings-and-loan bailout.

Congress can raise the Gramm-Rudman target to avoid the drastic cuts required by the latest budget projections, but administration officials indicated that President Bush may veto that measure. Bush reversed his ''no new taxes'' campaign position, but there is little agreement as to how and on whom new taxes should be levied.

The AFL-CIO has insisted that any new taxes should fall most heavily on those with the greater ability to pay, through a fair and progressive tax system. The federation opposes excise taxes on specific items or any value-added tax, alternatives mentioned by budget negotiators.

Efforts by conservative Republicans to promote a constitutional amendment requiring a balanced federal budget were turned back in the House by a 279-150 vote, seven votes short of the two-thirds required.

The AFL-CIO outlined its strong opposition to the bill, H. J. Res. 268, in a letter to representatives from legislative director Robert McGlotten.

The so-called solution offered by the balanced budget amendment would ''throw much of the decision-making powers in the Congress to the courts,'' McGlotten wrote, adding ''there is no compelling justification for disturbing the sanctity of the Constitution for something as mischievous as this proposal.''

Ongoing budget negotiations make clear ''how difficult the problem is of reducing the deficit steadily and fairly and in a fashion that does not throw the country into recession or create grossly unfair burdens on the sector of the population with less ability to protect themselves,'' he said.

Citizens for Tax Justice, a labor-backed group, pointed out that ''huge tax cuts granted to corporations and the nation's wealthiest people over the past decade'' are the main cause of the growing deficits.

INSIDE

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AFL-CIO NEWS

1 ***Americans want health care reform***

Three separate polls find nearly three-fourths of Americans are so concerned about health care and would support additional taxes for a comprehensive national health care system.

3 ***Senate passes bill to protect textile jobs***

Textile unions hail the Senate passage of the 1990 Textile, Apparel and Footwear Act, which would protect textile jobs by restricting imports.

4 ***Building trades hit anti-union tactics***

Delegates to the AFL-CIO Building and Construction Trades convention blast double-breasted contractors and the anti-union tactics of the Associated Builders and Contractors.

9 ***Fatal Arco blast nets OSHA chemical rule***

Unions criticize an OSHA chemical plant safety rule, which was finally issued following a second explosion at a Houston-area chemical plant — this one killing 17 workers.

10 ***Employment outlook remains stagnant***

Unemployment inched downward in June to 5.2 percent, but the decline was led mainly by a modest pickup in service industry jobs, the Bureau of Labor Statistics reported.

11 ***Health care campaign goes on the air***

The AFL-CIO takes its health care reform campaign on the air with a 30-minute cable television program to be broadcast on Labor Day on the Financial News Network.

UNION YES

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AFL-CIO NEWS

VOLUME 35, NUMBER 16 AUGUST 6, 1990

FOCUS

Organizing Institute interns Megan Parke, Caroline Reed and Beth Kean learn the organizing trade on a UFCW campaign. **Pages 8-9.**

Labor gears up health care reform drive

Council defers to membership on fetal issues

By Michael Byrne
Chicago

The AFL-CIO decided "to yield to the good and sound judgment of union members" on abortion, leaving the emotionally charged issue to the consciences of individual members.

Accepting the recommendation of the 18-member Committee on Reproductive Issues with a decisive voice vote, the Executive Council adopted a statement calling on individual union members "to pursue their goals on reproductive issues within political, legislative and legal arenas as their individual consciences dictate."

AFL-CIO President Lane Kirkland, explaining the council's action during a news conference, noted that the statement represented an exhaustive democratic process in which the committee heard from union members and officials, as well as spokespersons on both sides of the issue.

"The committee found that the issue is one of deep personal conviction and conscience," he said. "No matter how much debate we may have, one side is not likely to influence the other side. The decision is best left up to individual choice."

Kirkland said the decision "was between pro-choice and refraining from debate, not a debate between the extremes on the issue. This does not represent a new position by the federation, but a reaffirmation of existing policy. We take no position on the issue."

The decision, Kirkland pointed out, means that the federation and its state and local bodies are prohibited from working for or against abortion rights. But the statement specifically encourages affiliated unions to act on the issue in accordance with the wishes of their members.

Several unions have adopted pro-choice resolutions, and some Executive Council members argued for abortion rights even as they agreed to support the federation's impartiality on the issue. But all were unanimous in praising the even-handed and thorough work of the Committee on Reproductive Issues.

The committee, chaired by Food and Commercial Workers President William Wynn, was charged with determining the federation's position on abortion following the referral of six pro-choice resolutions introduced at the 1989 AFL-CIO Convention. It held four meetings and sifted through 12,500 letters, much of which was generated by letter-writing campaigns from advocates on both sides of the issue.

In its report to the council, the committee pointed out that "there were many elected union leaders . . . . who told the committee that they believe any position on abortion other than neutrality would cause deep division within the federation."

The AFL-CIO statement noted that "the differences of opinion about reproductive issues, including abortion, that now divide American public opin-

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Steve Yarmola/AFL-CIO News

During a break in the council meeting, AFL-CIO President Lane Kirkland responds to reporters' questions on key issues in labor's agenda.

Cable TV special, regional hearings to highlight effort

By Michael Byrne
Chicago

Labor's campaign for national health care reform goes dramatically to the American people beginning on Labor Day with a 30-minute cable television special, followed by a media advertising blitz and eight regional hearings around the country.

"The issue of adequate, affordable, available health care is of primary importance to America's working families," AFL-CIO President Lane Kirkland told a news conference. "We must address it in the workplaces, at the local and state levels and at the congressional level."

Working at the regional level, the public hearings will spread labor's concerns about health care from coast to coast, "in the style of congressional field hearings with Executive Council members instead of members of Congress serving on the committee," Kirkland said.

Beginning Sept. 20 in Providence, R.I., the hearings will move to Chicago on Sept. 28, to San Francisco on Oct. 1, 2 or 3, to Louisville, Ky., on Oct. 8, to Detroit on Oct. 11, to Rutgers University in New Jersey on Oct. 17, to Birmingham, Ala., on Oct. 22 and to Austin, Texas, on Oct. 25.

The hearings, which will be chaired alternately by Kirkland and AFL-CIO Secretary-Treasurer Thomas R. Donahue, will elicit testimony from congressional leaders, victims of the failed current U.S. health care system and spokespersons for groups advocating reform.

Continued on Page 5

Senate bans PACs; House clears civil rights bill

By Mike Hall

The AFL-CIO criticized a Senate-passed campaign finance reform bill that would ban political action committees (PACs) while allowing large donations from individuals.

The legislation would penalize working people whose main political donations are small contributions to PACs, while permitting upper-income individuals to maintain their undue influence and access, the AFL-CIO said.

The House was scheduled to vote on its version of campaign finance reform, which the AFL-CIO supports, on that chamber's last day in session before recessing Aug. 3.

Several other pieces of legislation important to labor were caught up in the end-of-session flurry:

- The House passed a civil rights bill, on a vote of 272-154, similar to the AFL-CIO-backed Senate version.
- By a 413-15 vote, the House agreed to a labor-supported amendment to the debt ceiling increase that removes Social Security trust funds from the deficit calculations.
- The House passed a new housing authorization with a labor-supported amendment.

The AFL-CIO Executive Council issued a statement the day before the Senate campaign reform vote, saying the federation would support a ban on PACs only if it was coupled with a contributions limit of $100 per candidate and a total limitation of $1,000 per year.

"Large financial contributions are a corrupting influence on our nation's political system," the AFL-CIO said. "It is the dollar amount of the contribution, not the process by which the money was gathered that must be reformed.

"Anything less than such an across-the-board limitation is a parody of campaign reform," the statement continued.

"We see union PACs as the counter-vailing answer to the illegitimate money power of the wealthy and of the business community. Eliminate the financial power on elections of the wealthy and we will gladly support the elimination of all PACs.

"The apparent premise of the PAC ban is that there is no corrupting effect from many large individual contributions by the corporate executives of a specific industry backed by corporate lobbying on the industry's legislative agenda, but that there is a corrupting effect from a group contribution of an equal amount by a labor organization — which comes from small dona-

Continued on Page 3

Ford settles, extends UAW safety agenda

By Arlee C. Green

The Ford Motor Co., in a settlement with the Occupational Safety and Health Administration, has agreed to extend its UAW ergonomics program to 81 plants. The agency reached a similar agreement last year with the Chrysler Corp., covering five plants.

The four-year agreement was signed by the UAW, Ford and OSHA. It requires Ford to pay a $1.2 million fine for record-keeping violations found during a 1989 inspection at its plant in Lansdale, Pa., where 2,000 UAW members produce auto radios and other electronics.

OSHA initially fined the automaker $2 million for not recording repetitive motion injuries. It was the third time Ford had been cited for such violations.

UAW Vice President Ernest Lofton, director of the UAW National Ford Department, said, ''It's good news for workers that this agreement recognizes that Ford can meet its legal obligations by extending and carrying out the UAW-Ford ergonomics program, which our union negotiated in 1987.''

The program, called ''Fitting Jobs to People,'' specifies that workers and the union will have full input in analyzing job hazards, designing ''fixes,'' and seeing that the modified jobs are safe.

As part of the settlement, Ford will set up an audit system at 12 facilities to keep track of records covering workers' medical, compensation, sickness, accident and health insurance information, the union said.

Among the preventative measures provided in the UAW-Ford program are the redesigning of work stations and tools, training of workers and the use of mechanical or other devices to prevent excessive lifting.

The program also helps in early detection of repetitive motion injuries with periodic workplace walk-throughs by medical staff, biennial questionnaires filled out by workers on symptoms of work-related disorders, and the encouragement of reports by workers of early signs of such injuries.

UAW Region 9 Director Thomas Fricano said the settlement marks a ''major step forward in removing workplace hazards faced by UAW members.''

He credited the abatement agreement to the efforts of the members and officers of UAW Local 1695 at the Lansdale facility and the long-term commitment of Region 9 and the international union for policing safety and health problems.

Steve Yarmola/AFL-CIO News

Steelworkers President Lynn Williams is flanked by USWA Safety Director James Valenti and Legislative Director Jack Sheehan, right, as he testifies on OSHA's proposed petrochemical plant safety regulations.

OMB delay cost lives, says AFL-CIO

By Arlee C. Green

The White House Office of Management and Budget delayed a federal job safety standard for petrochemical plants that might have saved the lives of dozens of workers killed in explosions, the AFL-CIO charged in congressional testimony.

The most recent explosion, which occurred July 19 at a BASF Chemical Co. plant in Cincinnati, killed one worker and injured 68 others. It came just four days before AFL-CIO Vice President Lynn R. Williams testified before the House Subcommittee on Employment and Housing.

Williams, president of the Steelworkers and head of the federation's Committee on Safety and Occupational Health, blamed the OMB for a five-year delay in the Occupational Safety and Health Administration's development of a standard covering the petrochemical industry.

''In the long run, OMB has to be reformed,'' Williams said. The OMB's review of OSHA regulations ''should not be subject to endless delays. In addition, the process should be public . . . and OMB's suggestions should be advisory'' only.

OSHA's work on a proposed standard in 1985 was halted when OMB barred the agency from listing the rule on its regulatory agenda, Williams said. OSHA had begun work on the proposal shortly after the chemical plant explosion in Bhopal, India, which killed more than 2,000 persons.

Following an explosion that leveled the PEPCON rocket oxidizer plant in Henderson, Nev., killing two on May 4, 1988, and a blast a day later at a Shell Oil refinery in Norco, La., which killed seven more workers, OSHA resumed its work on a safety proposal for the petrochemical industry. The USWA represented the workers at the PEPCON plant.

''OMB finally allowed OSHA to circulate a pre-proposal draft in September 1989,'' Williams said. OMB had reviewed the draft prior to release and had ordered numerous changes.

Steve Yarmola/AFL-CIO News

''Some contract workers live with the fear of their jobs (because of a lack of safety) and the fear of losing their jobs. All workers deserve the right to refuse to work in unsafe conditions.''

—Sandra Davis
Widow of worker who died in Arco explosion

''As a result, the draft was very weak,'' Williams testified. ''And it was too little, too late.'' One month later, 23 workers were killed in an explosion at a Phillips Petroleum Co. plant in Pasadena, Texas.

OSHA sent a revised version of the proposed rule to OMB on May 9 for review prior to its publication in the Federal Register. OMB promised to put it on the fast track, but had not acted by July 5, 57 days into the 60-day review period, when 17 workers died in an explosion at the Arco Chemical Co. facility in Channelview, Tex., five miles from the Phillips plant. OMB released the proposed rule the next day.

Relatives of the non-union workers killed at the Arco facility also testified before the subcommittee. Sandra Davis said that her husband, Greg, was forced to work long hours and feared he would lose his job if he refused. Davis was employed by Austin Industries, a subcontractor.

''Some contract workers live with the fear of their jobs (because of a lack of safety) and the fear of losing their jobs,'' Sandra Davis said. ''All workers deserve the right to refuse to work in unsafe conditions.''

Bernard Blackstock told the panel that his son, John, an Arco employee who died in the blast, had recently joined other workers in sending an anonymous letter to management expressing concern about safety at the plant. The letter was anonymous because the workers feared being fired if their names were known, Blackstock said.

Williams' testimony also detailed the federation's concerns about OSHA's proposed rule, stressing that the draft standard ''fails to recognize the critical role of workers and their representatives in assuring a safe workplace.''

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LEGISLATION

Stronger child labor laws needed to curb violations

By Candice Johnson

Increased enforcement and tougher penalties are necessary to deal with growing violations of the child labor laws across the country, union witnesses told a House panel investigating child labor.

In every industry, violations of the child labor law have been accompanied "by a return of exploitative labor conditions not seen since the early decades of the 20th century," Evelyn Dubrow, vice president of the Ladies' Garment Workers, told members of the House labor standards subcommittee.

This problem "demands more enforcement personnel, more effective penalties and a willingness to use those penalties aggressively," she said.

Dubrow and AFL-CIO economist John Zalusky testified in support of the Young American Workers' Bill of Rights, which would stiffen civil penalties and impose tough criminal penalties for repeat violators.

They also called on the Labor Department to retain its ban on industrial homework for women's apparel, stressing that "child labor goes hand in hand" with industrial homework and sweatshop abuse.

The return of sweatshops — in the garment, jewelry, and other light manufacturing industries — has resulted in thousands of children working alongside their mothers in inner-city basements and lofts, Dubrow said.

"The sweatshop is characterized by multiple violations of the law — minimum wage, maximum hour, health and safety, homework, child labor," she said, noting that they also often are hidden from labor department inspectors and tax collectors, as well as union organizers.

"These shops exploit entire families, adults and children alike, who must all work at very low wages to earn even a poverty level income," Dubrow said.

Given the explosive rise in child labor, the Labor Department's consideration of proposals to lift the ban on industrial homework in women's apparel is "the height of hypocrisy," she stressed.

The department's own records, compiled during the Reagan administration, showed the link between industrial homework and child labor, she said.

"For the most vulnerable children in America, industrial homework in the apparel industry means a childhood spent in late nights of forced labor," she declared.

Zalusky said more should be done to emphasize education, pointing out that child labor regulations "are designed to encourage education" and to limit work so as not to interefere with schooling.

He commended provisions of the bill that require children under 18 to have their work certificates renewed annually. That certification also should assure that the child is "physically fit for such employment and that the proposed employment is safe," he added.

Zalusky noted that, with the exception of farm pesticides, the bill does not identify jobs that pose health hazards to young workers.

While Occupational Safety and Health Administration standards are based on adult exposures, he said, some toxic substances, such as lead, have a far more devastating effect on children.

For those young persons who must work, "government must ensure that they are not exploited and that their work is safe, healthful and protective of their general well-being," he stressed.

"It is the AFL-CIO's position that the basic occupation for all young persons should be their education. The message should be clear that education comes first and that work is a secondary priority," Zalusky said.

The federation also is proposing an overview of child labor regulations by a statutory advisory committee that would report to both Congress and the Labor Department, Zalusky said.

Steve Yarmola/AFL-CIO News

ILGWU's Evelyn Dubrow, with federation economist John Zalusky, testify at House hearings on the growing problems of child labor violations.

Senate bans PACs; House adopts civil rights bill

Continued from page 1

tions of its members — to support that union's broad legislative goal," the AFL-CIO said.

The federation noted that the Charles Keating affair, in which a savings and loan chief executive gave large amounts to several members of Congress, was fueled by large individual contributions, not PAC money.

"The wealthy who make large contributions do not do so in the public interest, they make those contributions in their own interest," the council said.

It also noted that since 1980 large individual donations of more than $200 have grown rapidly. But smaller contributions have remained stable.

"If labor PACs are banned, and this trend continues, the already paramount role of the well-to-do in the political financing system will...become a monopoly," the council charged.

The council reiterated its support for public financing of House and Senate campaigns, which is contained in the House version of the legislation.

Civil Rights Act of 1990

Before the House could act on campaign reform, it had to deal with the Civil Rights Act of 1990, which has strong backing from the AFL-CIO. The House passed its bill on Aug. 3.

The bill, which faces a presidential veto threat, would overturn several recent Supreme Court rulings that make it harder for women and minority workers to seek court remedies for job discrimination.

The bill restores several provisions of Title VII of the landmark 1964 Civil Rights Act that the court rulings eliminated or narrowed.

"With these decisions the court all but nullified Title VII's ban on employment practices which have a discriminatory impact on minorities and women," said AFL-CIO Legislative Director Robert M. McGlotten in a letter to House members.

"The decisions made it nearly impossible to settle discrimination lawsuits through judicial consent decrees and severely limited the 1866 Civil Rights Act's prohibitions against discrimination in employment contracts," McGlotten said.

The Bush administration and the bill's opponents have claimed that the legislation would lead to hiring quotas.

The bill "will not force employers to use hiring quotas. Eighteen years of experience under the Griggs decision, which the (the bill) seeks to restore, has shown no evidence that fair standards for hiring and promotion lead to quotas," McGlotten said.

The measure bans racial harassment at the workplace and returns the burden of proof to the employer to show the business necessity for a practice that has proven discriminatory impact.

The bill now goes to a House-Senate conference.

Social Security trust funds

The House vote to move the Social Security trust funds "off-budget" will protect those funds and give a more accurate picture of the deferral deficit, backers of the move said.

By removing those funds the government will not be allowed to use Social Security surpluses against the operating budget deficit. It would also reduce the temptation to reduce Social Security cost-of-living increases in the name of overall budget reductions, McGlotten said.

"Let's tell the American people what the real budget deficit is. Let's protect their Social Security money, and let's get about the business of solving this country's fiscal problems," said the amendment's sponsor Rep. Byron Dorgan (D-N.D.).

The Senate must act on the debt ceiling before it adjourns. The AFL-CIO threw its support behind an amendment to the Senate legislation to reduce the Social Security payroll tax and return the system to a more closely pay-as-you-go operation.

"Since the Social Security tax is levied only on the first $51,300 of earned income, middle-income working people are paying a disproportionate share of the burden to build this surplus, the purpose of which has been hijacked to mask the consequences of unbalanced and unwise budget policies," the AFL-CIO Executive Council said.

When Sen. Daniel Patrick Moynihan (D-N.Y.) unveiled his plan in February, the council said the concept was acceptable, but that some sort of cushion was needed to maintain the plan's fiscal stability and integrity. The council suggested that the plan be postponed until the fund's reserve could be maintained at 125 to 150 percent of one year's benefits.

The Moynihan amendment, "alleviates this concern by increasing this 'cushion' to an adequate level within four years," the council said.

Housing construction funding

The House bill to spur construction of homes, "takes a critical step forward in addressing this nation's housing needs, needs which have gone unmet through a decade of neglect," McGlotten said.

The legislation reauthorizes and improves many of the existing housing programs run by the Housing and Urban Development Department (HUD) and the Farmers Home Administration (FHA) including programs to assist first-time home buyers and programs to increase the use of federal property for low and moderate-income persons. It also includes new construction programs.

AFL-CIO backed amendment, offered by Reps. Bruce Vento (D-Minn.) and Thomas Ridge (R-Pa.) would help cut down on the rate of homeowner defaults, insurance loses and would help improve the financial condition of the FHA fund, by prohibiting the issuance of mortgages which exceed the Market value of the property.

It would also phase out the current up-front mortgage insurance premium of 3.8 percent of the loan amount, requiring instead that 1.35 percent be paid at closing and then another 0.6 percent per year during the life of the loan. These annual payments will help assure the continued solvency of the FHA housing program.

Congress pressed to outlaw strikebreakers

ILO complaint filed over replacements

Steve Yarmola/AFL-CIO News

President Kirkland makes a point during session at Executive Council's mid-summer meeting in Chicago. Left is Secretary-Treasurer Thomas R. Donahue, with Vice President Susan Bianchi-Sand, right.

By Michael Byrne
Chicago

Underscoring the right of workers to strike, the AFL-CIO apprised the International Labor Organization about the use by U.S. employers of permanent replacement workers and is stepping up its campaign for Congress to outlaw such strikebreakers.

President Lane Kirkland told the Executive Council that the federation has filed a complaint with the ILO, charging that the practice of permanently replacing strikers violates the ILO convention on freedom of association.

While the ILO cannot impose sanctions or other penalties, its finding could assist the AFL-CIO in making its case to Congress, which has been hearing testimony on two bills that would ban the use of permanent replacements.

The council adopted a statement urging Congress to pass anti-strikebreaker legislation, noting that "the strike is both the basic expression of workers' freedom of association and the last resort of employees who seek to convince their employer of the relative merit of their position."

"There is no warrant for — and there is no justice in — permitting employers to further their short-term interest in 'winning' a strike by imposing long-term punishment on the exercise of this most essential of employee rights," the AFL-CIO said.

Vice President Jay Mazur, president of the Ladies' Garment Workers and chairman of the council's Committee on Workplace Fairness, reported that current anti-strikebreaker bills have drawn 171 co-sponsors in the House and 15 co-sponsors in the Senate, but that more would be needed to pass the legislation.

"We must continue to press our grassroots efforts, expanding our support at the local level and among civil rights leaders and other activists," Mazur said, noting that recent public opinion polls show that Americans support the rights of striking workers by a 2-to-1 margin.

To spread labor's message about the inherent unfairness of permanent replacement workers, the AFL-CIO's Industrial Union Department, which is spearheading the federation's lobbying effort, has developed an array of informational material to support the local efforts by affiliated unions and state federations.

Among the material is a video, produced in conjunction with the Labor Institute of Public Affairs, that graphically illustrates the adverse impact of permanent replacements on workers who exert their right to strike. The video is available through LIPA, 815 16th St. NW, Washington, D.C. 20006.

In other action, the council:

- Called on federal budget negotiators to "reject regressive and unfair (tax) schemes such as a national value-added tax or raising excise taxes on cigarettes, beer, wine and energy."

Instead, "new revenues should be sought through higher bracket rates for the wealthy and corporations, as well as higher taxes on inherited wealth," the AFL-CIO said. "This is not the time for yet another tax break for the rich, such as President Bush's proposed capital gains giveaway."

The statement also denounced efforts to eliminate or reduce the federal deduction for state and local taxes. "We oppose this cynical attempt to inhibit the ability of state and local governments to finance the types of programs and services for which Washington will no longer pay."

The deduction for state and local taxes, the AFL-CIO pointed out, "is a broad and necessary adjustment to income that is available to everyone and is taken by more than 25 million taxpayers, 80 percent of whom have annual incomes below $75,000."

Legislative Director Robert McGlotten, informed by Democratic leaders that the White House was trying to impose a 48-hour deadline on the budget negotiations, told the council that he had relayed the AFL-CIO position and urged the Democrats to take their time, "since what they do will have a lasting impact on our members."

- Heard a report from the Strategic Approaches Committee, detailing the federation's work on behalf of workers striking at Eastern Airlines and Greyhound Lines Inc., and those continuing to work without contracts during stalled negotiations at the New York Daily News.

The 10 unions at the Daily News, who have been working without contracts since March 31, recently were given a boost with the hiring of labor lawyer James McKnight, who is plotting an advertiser communications program, and the appointment by New York Gov. Mario Cuomo of a special board of inquiry into the dispute.

Committee Chairman Lynn R. Williams, president of the Steelworkers, noted that the federation has assigned staff to work full-time on the Daily News campaign, led by Joe Uehlein, IUD special projects director.

The federation's efforts on behalf of striking workers at Greyhound and Eastern have been stymied by the deteriorating financial situation at those companies, Williams said. He noted that the Amalgamated Transit Union, citing potential disastrous consequences for the bus line, has sought injunctive relief from the NLRB, which earlier ruled that Greyhound has been guilty of unfair labor practices in the dispute.

Machinists President George Kourpias said his union has been disappointed by the lack of progress in talks with Eastern trustee Martin Shugrue, but remains optimistic that creditors of the troubled carrier will agree to a buyout by Northwest Airlines, which has had preliminary talks with the Machinists as well as with Eastern.

- Pledged to continue support for political and economic pressure on South Africa, including the strengthening of sanctions, until apartheid is ended and a free, democratic society is established. The federation also encouraged its affiliates to develop and extend bilateral relationships with their sister unions in South Africa.

- Formed the AFL-CIO Labor Committee for a Free Cuba, attributing the increasingly harsh crackdown on free speech and trade union rights there to Cuba's fear "of the democratic revolutions around the world."

The committee, charged with encouraging protest against the violation of human and trade union rights in Cuba, will be chaired by Vice President John DeConcini, president of the Bakery, Confectionery and Tobacco Workers. Also named to the committee were Jack F. Otero, vice president of the Transportation Communications Union, and Marty Urra of the South Florida AFL-CIO.

- Endorsed the goals of the World Summit for Children, to be held at the United Nations Sept. 29-30, urging President Bush "to take with him a full agenda of actions for children in the United States and throughout the world."

The AFL-CIO also urged U.S. ratification of the UN Convention on the Rights of the Child and repeated its call for the Senate to ratify the ILO Convention Concerning Minimum Age for Admission to Employment.

Equity opens training facilities

Actors' Equity opened its new educational and retraining offices here as part of a continuing campaign to help professional actors secure good jobs between performances and to provide assistance for those seeking to develop second careers.

Taking part in dedication ceremonies marking the expansion of the Actors' Work Program were Equity President Colleen Dewhurst, New York State AFL-CIO President Edward J. Cleary and President Theodore Bikel of the Actors and Artistes.

Equity also kicked off a month-long campaign that involves the enrollment of more than 125 performers in classes created specifically for the Actors' Work Program at accredited colleges and universities in the state.

Since its formation in 1986, the program has grown into a full-service career planning program for the professional actor. Its counseling services, career seminars, workshops and scholarship opportunities have assisted over 1,000 performers.

Policy adopted on reproductive issues

Continued from Page 1

ion are mirrored in the labor movement. Sincere and dedicated trade unionists can be found on both sides of these issues."

Noting that the labor movement has long led the struggle for freedom, dignity and individual rights, the statement said that "we resent and resist government intrusion into matters that are essentially private."

Further, the council statement said, "We believe that a democratic society must debate issues of consequence and determine its proper role in supporting or not supporting patterns of private behavior, provided that fundamental individual liberties and the right to equal protection of the law are not imperiled."

On reproductive issues, however, "union members have made it clear they believe firmly in their right to act in accordance with their personal convictions," the statement continued.

"The AFL-CIO, therefore, adopts a carefully considered policy of deferring to the individual judgments of its affiliates and their members on reproductive issues."

Council gears up health care reform campaign

Regional hearings start in September

Continued from Page 1

In most cases, the morning hearings will be accompanied by afternoon rallies that will include local political candidates and council members, Kirkland said.

''The hearings will allow us to speak out to our members and to the public at large about the crisis in health care,'' said Karen Ignagni, director of the AFL-CIO Department of Employee Benefits. ''They will show that nothing short of national action will solve it.''

The health care problem ''is cross-cutting within and among American families,'' Ignagni said. ''It doesn't just affect the other guy. Without access to adequate health care protection, workers can't be productive, their children can't function optimally in school, and families are sentenced to lives of pain and suffering.''

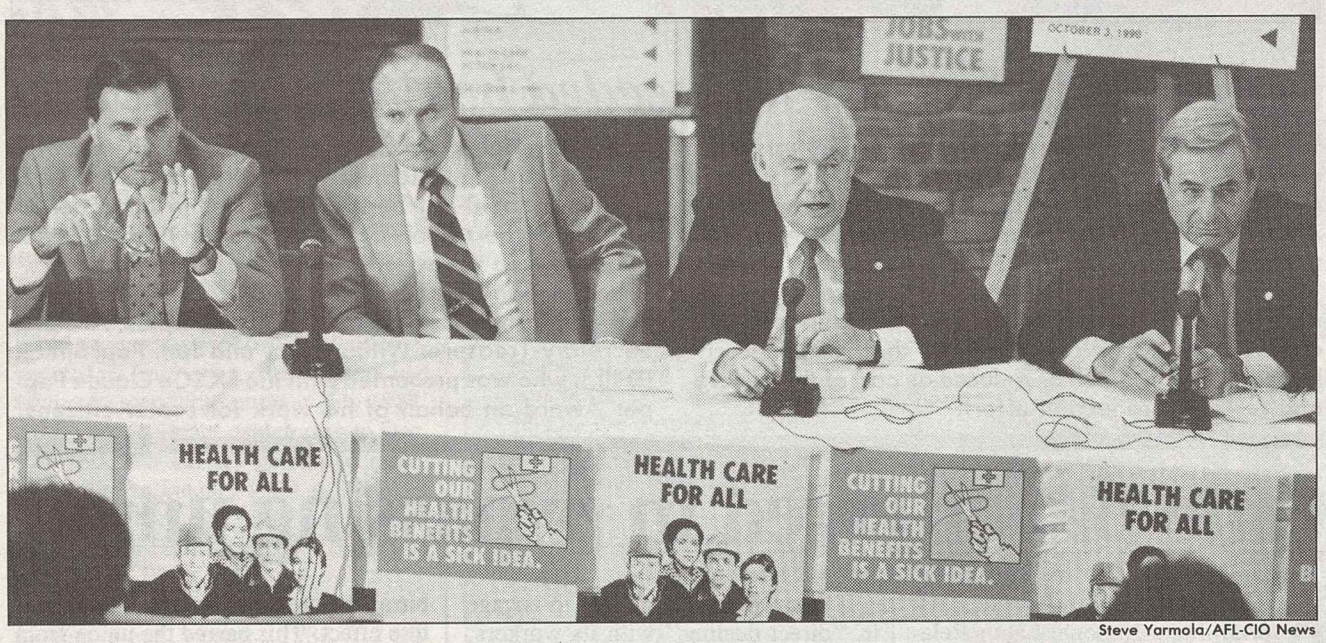
That point will be driven home in the Labor Day cable television special produced by the AFL-CIO Labor Institute of Public Affairs, which will feature stories of individuals affected by the crisis — including a health care worker who can't afford health insurance for herself and her son, and a worker who, despite having insurance, had to spend his life savings to pay medical bills when his wife had a stroke.

The half-hour ''America Works'' special, titled ''Health Care — Critical Condition,'' will air on the Financial News Network at 10:30 a.m. EDT on Labor Day, Monday, Sept. 3. It will be repeated on FNN at 7:30 a.m. EDT on Saturday and Sunday, Sept. 8 and Sept. 9.

The program also will be available for airing on local cable, PBS and independent stations after Labor Day, and on videocassette for showing at union meetings, conventions or other labor gatherings.

Meanwhile, the federation will purchase $2 million of national network television time for the airing of two ''Union Yes'' health care reform campaign advertisements, to begin running at the end of September and into October.

The commercials, filmed in black-and-white documentary style with color shots interspersed, will dramatically show the crushing impact on families of inadequate health care.



Steve Yarmola/AFL-CIO News

Federation vice presidents field questions on labor's health care campaign. From left, Gerald McEntee, AFSCME; William Bywater, Electronic Workers; John Sweeney, SEIU, and Morton Bahr, Communications Workers.

Cable TV schedule

A 30-minute cable television special on Labor Day will dramatize the critical need for national health care reform

''Health Care — Critical Condition'' will air on Financial News Network on Labor Day, Sept. 3, at 10:30 a.m. and will be repeated on FNN at 7:30 a.m. Saturday, Sept. 8, and Sunday, Sept. 9. It will be available for airing on local cable, PBS and independent stations thereafter, and on videocassette for showing at union meetings, conventions or other labor gatherings.

For further information, contact the AFL-CIO Labor Institute of Public Affairs, 815 16th St. NW, Washington, D.C. 20006.

Health care 'Action Day' set for Oct. 3

Union members across the country will take labor's campaign for national health care reform to their jobsites on ''Health Care Action Day,'' set for Oct. 3.

As part of the ''Jobs with Justice'' program, union members will wear stickers and pins showing their support for comprehensive health care, distribute information to the public, picket nonunion firms that don't provide health benefits and join in lunchtime demonstrations spotlighting the need for health care reform.

The campaign was announced at a satellite news conference by union presidents John Sweeney, Service Employees; Gerald W. McEntee, AFSCME; Morton Bahr, Communications Workers, and William Bywater, Electronic Workers.

Last fall, the AFL-CIO launched a grassroots effort to build support for health care reform, stressing that labor, business, government, insurers, providers and other parties must work together to address skyrocketing costs and the lack of coverage for millions of Americans. The AFL-CIO is pressing for comprehensive reform based on the key principles of cost, quality and access.

The Oct. 3 demonstrations ''will mobilize millions of AFL-CIO union members and supporters to take our message directly into the workplaces of the country,'' Sweeney said.

Sweeney chairs the AFL-CIO committee on health care.

McEntee warned that the current health care crisis ''verges on full-scale catastrophe,'' with premiums climbing while some insurers seek ''to limit their coverage to healthy Americans while the government — the taxpayer — gets stuck with the bill for the sick and the poor.''

AFSCME says yes to a health care system ''that covers every man, woman and child. . .a single universal health care plan similar to the Canadian model, but tailored to America's needs,'' he said.

CWA's Bahr noted that health care has been a disruptive issue in the union's contract negotiations, with management demanding cuts in benefits and seeking to impose high deductible and co-payment plans. Strikes at several regional Bell operating companies resulted from company efforts to shift costs to workers and cut their benefits, he said.

''On Oct. 3, we hope to draw the attention of our employers, of the public at large and of our lawmakers to this national crisis and to encourage action toward a national, comprehensive solution,'' he said.

Bywater stressed that ''it is working Americans who are bearing the brunt of these skyrocketing costs as employers are slashing coverage, increasing deductibles and taking other cost cutting measures. Meanwhile, insurance companies, private profit-making hospitals and many doctors are getting rich off the system,'' Bywater pointed out.

As part of the federation's campaign, the AFL-CIO Labor Institute of Public Affairs is producing a half-hour documentary on the health care crisis to be aired Labor Day on Financial News Network stations.

The AFL-CIO also has scheduled a series of hearings in cities nationwide to focus attention on the millions of workers who have inadequate or no health care coverage.

Garment union accord sets pattern for 10,000

New York

Members of Ladies' Garment Workers Local 62-32 ratified new agreements with New York underwear manufacturing associations that are expected to be the pattern settlement for as many as 10,000 ILGWU members.

The three-year contracts call for a 12-percent wage increase and a boost in health and disability benefits for the 3,000 members of ILGWU Local 62-32.

The settlements provide a 4-percent wage increase in each contract year, with the first increase taking effect July 1. Weekly minimum rates for piece workers will increase to $187.25 this year, with floor workers earning $175 and cutters, markers and graders earning $372.30.

The contracts call for an increase in employer contributions for a prescription drug benefit and for the implementation of disability pay.

The employers covered by the agreement are the Allied Underwear Association, the Corset and Brassiere Manufacturers Association and the Intimate Apparel Manufacturers Association.

UAW locals ratify accord with Rockwell

Pay and benefits gain

Members of four UAW locals ratified a new national three-year agreement with Rockwell International Corp. that provides general wage increases, cost-of-living protections and lump-sum payments.

The national accord, covering more than 8,000 active and 9,000 laid-off workers, will be in effect through June 26, 1993. The members belong to UAW Local 887 in Los Angeles, Local 1519 in Santa Susana, Calif., Local 952 in Tulsa, Okla., and Local 1558 in McAlester, Okla.

UAW Vice President Odessa Komer, director of the union's Aerospace Department, said the agreement features "significant improvements in the incomes and retirement benefits for workers in Rockwell's aerospace and defense operations. It is a forward-looking settlement, which the UAW-Rockwell negotiating team was able to achieve amid the difficult economic circumstances currently affecting the entire aerospace/defense industry."

A first-year graduated wage increase of 4 percent, ranging from 40 cents to 70 cents an hour, became effective on July 7, 1990. The union also won 17 cents in a cost-of-living "travel" increase, along with provisions for full COLA protection throughout the new agreement.

A 3-percent hourly pay increase, ranging from 35 cents to 62 cents, will be paid effective July 6, 1991.

A 2-percent lump-sum payment will be made in December 1990 to each worker on the active payroll or on approved leave as of November 19, 1990.

In August 1992, a second lump sum of 6 percent will be made to qualified active workers and to those who retired or were laid-off during the year. Komer said the 6-percent payment would be about $2,127 for an aircraft structural installer in labor grade 10 who worked a normal number of hours during the 12-month base period.

Pension benefits will increase by $3, from $23 to $26 a month per year of credited service, effective on Jan. 1, 1991, for workers retiring after July 31, 1990. A second $3 increase will raise the rate to $29 for workers retiring on or after Jan. 1, 1992. For workers who retired prior to Aug. 1, 1990, the union negotiated annual $200 payments.

Health care programs for active workers not enrolled in a health maintenance organization plan will be consolidated into one plan on Jan. 1, 1991, based on a preferred provider organization design, the UAW said.

Improvements were won in benefits for dental and vision care, sickness and accident, life insurance and other insurance coverages.

An employee involvement program will be set up, coupled with a training program to be funded by the company.

The new pact also provides a total of 39 paid holidays, an increase in the second shift premium pay and improvements in the automatic wage progression.

Ray Crowell/Page One Photography

Senior citizens rally for needed health care reforms

Taking a break from convention sessions, unionists and members of the National Council of Senior Citizens march outside the Chicago headquarters of the American Medical Association, protesting the AMA's stand against a national health care system.

Nearly 3,000 delegates attended the three-day NCSC meeting which focused on the need for national health care reforms and efforts to ensure that Social Security benefits are not taxed or reduced as part of the government's deficit reduction effort.

The delegates criticized budget proposals to limit Social Security or Medicare payments, stressing that seniors "should not be held responsible for a deficit caused by the trillion-dollar defense buildup and tax giveaways to the wealthy over the past decade."

Convention speakers included UAW President Owen Bieber, Machinists President George Kourpias, AFSCME Secretary-Treasurer William Lucy and Sen. Paul Simon (D-Ill.), who was presented with the NCSC's Claude Pepper Award on behalf of his work for senior citizens.

Ohio paper erred in bypassing union

By Gene Zack

Overturning a National Labor Relations Board decision, a federal court has ruled that management cannot bypass a union to deal directly with individual employees on early retirement incentives.

In a case brought by Typographical Union Local 63 against the publishers of the Toledo Blade, the U.S. Circuit Court for the District of Columbia held that the Ohio newspaper violated the Taft-Hartley Act by trying to resolve retirement incentives on a case-by-case basis, instead of going through the collective bargaining process.

Writing for a unanimous three-judge panel, Judge Douglas Ginsburg said the Blade's position was "fundamentally inconsistent" with the collective bargaining concept imbedded in the National Labor Relations Act.

If management were able to engage in "direct dealing" with its workers, Ginsburg wrote, "the employer could effectively put the employees into competition with each other to sell out at the lowest price."

The case grew out of negotiations between the ITU and the Blade in 1982, when management insisted on a contract clause giving the newspaper the right to deal directly with employees on the early-retirement issue.

Twice before — in 1976 and 1979 — Local 63 had allowed the Blade to negotiate directly with senior employees on the buy-out of lifetime job guarantees the publisher had given in return for the union's agreement to the introduction of labor-saving technology.

After negotiations broke down over the issue of including a similar clause in the 1982 contract, the newspaper arbitrarily put its own contract proposals into effect. This barred the union from participating in discussions between the company and individual employees over retirement pay offers, and forced the ITU to abandon its right to file grievances on individual retirement packages.

In a June 1989 ruling, the NLRB dismissed the union's charge that management refused to bargain in good faith. The labor board said the procedure under which an employer can unilaterally impose contract provisions after an impasse in negotiations applied in this case.

But the federal court criticized the board's ruling and criticized the agency for its "apparent indifference" to whether retirement incentives are resolved through collective or individual bargaining.

5,500 ILWU hotel workers win 40-percent raises

Honolulu

Longshoremen's and Warehousemen's Union members ratified a new five-year contract with the Hawaii Council of Hotels that provides 5,500 workers a compounded pay increase totaling more than 40 percent.

The agreement increased wages 5 percent on July 1 and will raise them again on Dec. 1, by 2 percent. In the second and third years, the increases will be 4 percent in July and 3 percent in December. Those percentages are reversed in each of the final two years.

Hourly pay increases for employees in the tipping category are 20 cents annually in the first and last years of the agreement and 15 cents a year for the second, third and fourth contract years. Housekeepers won a premium for having to make up roll-away beds, cribs and sofa beds of 50 cents immediately, 75 cents next July 1 and $1 beginning in July 1992.

In addition, the employer contribution to the pension fund will go up 2 cents an hour in 1993 and the same amount the following year. A fifth week of vacation is added for those with 25 years' service, effective June 1, 1993, and vacation pay for tipped employees was increased to 1.25 percent of the classified rate immediately and to 1.5 percent on June 1, 1993.

The hotels will continue to pay the full cost of medical plan premiums, and group life insurance was raised from $5,000 to $7,500. One paid holiday was added, lifting the total to 11.

Education key to quelling AIDS concerns on the job

By Arlee C. Green

The AFL-CIO is calling on union members to resist the hysteria surrounding the AIDS epidemic, to learn about the disease, take precautions to prevent it, and protect the rights of workers who may have AIDS or the human immunodeficiency virus (HIV) that causes it.

Union members who have contracted AIDS have a "right to work with dignity and without discrimination," says "AIDS in the Workplace," a new booklet produced by the AFL-CIO in conjunction with AFSCME and the Service Employees.

AFL-CIO President Lane Kirkland, in a letter to trade unionists printed in the booklet, notes that the labor movement has been in the forefront of "historic struggles to eliminate bigotry and discrimination in the workplace, to mandate safe and healthy working conditions and to provide basic health care and social insurance for every American. The AIDS epidemic threatens each of these objectives."

AIDS is a disease that afflicts all classes and genders, Kirkland said, pointing out that "ugly stereotypes have encouraged prejudice and fear, both on the job and in our personal lives.

"All medical evidence shows that the AIDS virus cannot be transmitted through casual contact," he said. "The stigma associated with the disease must not prevent us from challenging the hysteria and waging the fight against this epidemic."

Union members working in hospitals, jails, mental health facilities and on rescue squads may be at risk of exposure to the virus through contact with contaminated blood or bodily fluids while at work, the booklet says. It calls on unions to provide factual information to reduce the fears some members have about contact with co-workers who have AIDS.

The booklet, using the form of a worker's story, tells of a union's response to members' concerns about working with a AIDS-infected co-worker. Included is a list of labor resource groups, from the AFL-CIO to local central labor councils.

In a resolution at its 1989 convention, the AFL-CIO said it "will continue to urge its affiliates to educate their leadership and members about AIDS, to work for health protection for workers exposed to infectious diseases on the job, to lobby for increased funding for AIDS research, education, and social and health services, and to fight against AIDS discrimination experienced by workers, the public, or persons with AIDS."

The booklet is produced under a grant from the federal Centers for Disease Control. The federation also is working on an AIDS videotape with the Labor Institute of Public Affairs, and will hold a series of regional training courses with the first one scheduled for this fall at the George Meany Center for Labor Studies.

The booklet is available free from the AFL-CIO Publications and Materials Office, 815 16th St., N.W., Washington, D.C. 20006. For more information about the booklet or regional training, contact Diane Factor at 202/637-5210.

Machinists pact ups pay 18% at British Airways

Machinists at British Airways accepted the carrier's final contract offer that raises wages 18 percent by January 1993, pays two lump-sums for the period the 1,400 workers were without a contract, sheds its two-tier past and guarantees job security to all current workers for the life of the agreement.

Management's last offer came at the end of the 30-day "cooling off" period that the National Mediation Board imposed after the carrier rejected its offer to arbitrate the dispute. Under the Railway Labor Act, the union could have struck after the 30-day period expired or management could have implemented its final offer. The contract had become amendable on May 31, 1987.

The new contract, which runs to Dec. 31, 1993, provides a 5-percent increase, retroactive to January 1990, 4.5-percent raises on Dec. 31, 1990, and Jan. 6, 1992, and a final increase of 5 percent on Jan. 4, 1993.

A lump-sum payment equal to 6.5 percent of each worker's 1988 W-2 will be made to cover the period from June 1987 to December 1988, with a minimum payment of $1,560 to full-time and $780 to part-time staff. A similar 4.5-percent payment based on the 1989 W-2 form will cover that year with a minimum of $1080 to full-timers and $540 to part-timers.

The IAM represents the carrier's reservation clerks, passenger service agents, telecommunications workers and maintenance employees. The airline has operations in a dozen major U.S. cities.

Dental benefits were increased to $2,000 annually and reimbursed at 100 percent of the published schedule. The lifetime medical maximum was lifted to $1 million, vision care was added for dependents and long-term disability benefits were increased to 65 percent of base salary up to $6,000 a year.

The pension benefit rate was increased from 1.187 percent to 1.25 percent and unused sick leave will be credited for pension purposes upon a worker's termination from the company.

Martin Luther King Day was added as a premium holiday at double-time-and-a-half; compassionate leave was expanded to include grandparents and companions-in-household, and the severance calculator was improved and recall period for laid-off workers increased to four years.

Solidarnosc coin marks victory

Solidarity's historic victory over the oppressive communist regime in Poland is being commemorated on the 10th anniversary of the trade union's founding with in a silver coin now available at a special price to AFL-CIO members.

The legal tender coin, authorized by Poland's Solidarity government, is worth 100,000 Zloty — approximately $10.50 at current exchange rates. A portion of the proceeds from the sale of the coin will be sent to Solidarity to help finance Poland's economic recovery.

The front of the coin bears the Solidarity Memorial, which stands in front of the city of Gdansk, where Solidarity was born. On the reverse is the royal Eagle, the symbol of Poland's royal family, restored for the first time since the communists removed it nearly 50 years ago.

The 1990 Solidarity Commemorative is being sold to the public for $14.95 each, but has been reduced to $12.50 for AFL-CIO members — plus shipping costs of $5 (1-4 coins), $7.50 (5-19 coins) and $10 (20 or more coins).

The coins may be ordered using a Visa or MasterCard by calling toll free, 1-800-255-2120, or by mailing a check to Ruffco, 3305 N. University Ave., P.O. Box R, Provo, Utah 84603.

Labor unity wins SEIU pact at Kaiser

Los Angeles

Trade union solidarity proved the key ingredient as 900 registered nurses, members of the Service Employees, won a new contract with Kaiser Permanente after a 10-week-long strike against the nation's largest health maintenance organization.

Not only did the nurses' ranks hold firm during the walkout, said David Bullock, chief negotiator for the SEIU's nursing Local 535, but "the rest of the labor movement backed them up."

Management returned to the bargaining table only after 25 unions threatened to withdraw from the HMO, and on the heels of a SEIU announcement that the union was about to launch a radio advertising campaign criticizing Kaiser for deteriorating patient care and for its union-busting tactics.

In the course of the strike, a SEIU federal court suit forced the Immigration and Naturalization Service to back down from plans to punish more than 100 immigrant nurses for participating in the labor dispute.

SEIU President John J. Sweeney had characterized the INS threat to deport the immigrant nurses "a totally unjustified infringement on these workers' rights and an unauthorized intrusion into a labor-management dispute."

The walkout was triggered by management attempts to take away long-established overtime, longevity pay, health insurance and emergency leave benefits.

In addition to beating back these efforts, the nurses also won first-year wage increases of 10 to 14 percent, pay differentials for operating room and bilingual nurses, restrictions on mandatory overtime, elimination of non-nursing duties, and the establishment of a grievance and abritration procedure to address chronic understaffing.

As part of the settlement, Kaiser also agreed to pay health and dental insurance premium costs incurred by the nurses during the strike, plus $500 return-to-work bonuses for full-time workers and $250 bonuses for part-timers.

Meanwhile, in Seattle, SEIU Local 6 won a new two-year contract providing raises of about 17 percent for more than 1,000 medical and service employees at Group Health Cooperative of Puget Sound.

In addition to the base pay increases, the contract increases stand-by pay for all workers, and raises differentials for those on the second and third shifts.

About 40 percent of the bargaining unit is composed of licensed practical nurses and medical assistants. The remaining members of Local 6 are service and maintenance workers.

FOCUS

Organizing Institute

Hard Work and Just Rewards

''I've helped to change someone for the rest of their lives, helped them to gain pride, dignity, respect and better wages. You can't put a price on that.''

—Gina Pettis

Organizing interns Beth Kean, left, and Megan Parke stake out the parking lot of a food

By Candice Johnson

Melanie DuPre, a law school graduate from Mobile, Ala., was drawn to the labor movement because she saw people living in poverty all around her — parents ''who couldn't afford to buy their children shoes.''

Gina Pettis, a black woman from North Carolina Central University in Charlotte, N.C., worked with the National Association for the Advancement of Colored People before concluding that ''I could help minorities in the labor movement if I could get on the inside to work and help.''

Beth Kean, a member of the Office and Professional Employees in the San Francisco Bay area who has worked in previous organizing campaigns, wanted to ''learn what not to do'' and to develop house-calling skills.

DuPre, Pettis and Kean are on the road to union organizing, three of 12 interns in the second stage of the AFL-CIO Organizing Institute's three-step program. They recently spent four weeks putting theory and skills to work on a union organizing drive in the Tidewater area of Virginia.

The first step for the 12 was to win acceptance for a three-day classroom session at the George Meany Center. Passing the classroom test won them internships with the Food and Commercial Workers Local 400's Virginia organizing campaign.

The third stage is apprenticeships, where the organizers are given greater responsibilities for planning and managing the day-to-day campaigns as they work closely with veteran organizers to master the organizing trade.

The interns at the UFCW drive in Virginia worked in pairs with the local's organizers and business agents, as well as with volunteer organizers on loan from other UFCW locals or on leave from their jobs, logging hours of house calls, parking lot meetings and leafletting, committee sessions and wrap-up reports.

Most characterized the internship period as hard work, definitely ''not glamorous.'' It requires long hours and strong commitment, said Pettis.

''You're on the road a lot, working seven days a week, often for 10-15 hours a day. You're tired,'' she said. ''You know what you want to do and you're determined. . .But when you actually are working the long hours and days, reality sets in, and it's a test.''

The payoff comes in that ''I've helped to change someone for the rest of their lives, helped them to gain pride, dignity, respect and better wages. You can't put a price on that.

''When I meet one person who wants the union, that makes it all worthwhile,'' Pettis said.

Organizing Institute Director Richard Bensinger describes the institute's purpose are as fourfold:

- To recruit, train and place as many as 200 new organizers with affiliated unions.
- To recruit among minorities and women, as well as the rank and file, since 80 percent of the new entrants into the workforce in the late 1990s will be women and minorities.
- To provide additional staff resources to designated, priority organizing campaigns.
- To provide an effective, inter-union mechanism for evaluating potential union organizers.

Thirty-five senior organizers currently are serving as the teaching fellows in the program. Those 35, along with organizing directors and other senior organizers, were brought together in a June conference that Bensinger said was so successful that the institute has scheduled an even larger conference this fall.

Despite differing backgrounds, ages and cultures, the interns are united by a common belief in the importance of the labor movement and trade union principles, and by the personal desire to succeed as union organizers.

David Steinglass was working for housing programs in New York City when he ''stumbled upon the Organizing Institute.'' The internship ''gives a taste of how hard the life of an organizer can be,'' he said.

Michael Heflin is a law school graduate from Chicago whose work with human rights groups like Amnesty International and public interest projects led him to the organizing program.

Working with the labor movement involves ''a different kind of organizing,'' Heflin said. Locals and other unions often ''differ about how to organize'' and what their key issues are, he said. By contrast, ''in public interest campaigns, for example, all the people involved tend to agree. In the real world, that doesn't happen.''

While attending Sarah Lawrence College, Rachael Brickman worked to gain student support for labor campaigns, such as the Eastern and Greyhound strikes. She saw the Organizing Institute as a way for a ''non-rank-and-file person'' to spread the labor movement's message to others not being reached.

''It's important to have the chance to do something I believe in,'' Brickman said.

The UFCW's Tidewater campaign, using the slogan ''What a Difference a Union Makes,'' targeted three food chains that pay minimum wages, provide no pension and force workers to pay for their own health insurance and benefits.

The campaign taught the interns that the real world is far removed from the textbook lessons taught during the three-day classroom sessions, in which students learn ''the bread and butter of how to talk to people'' and other organizing tools.

''I didn't have the least idea how the campaign would actually develop,'' DuPre said. ''I thought it would be by the book. . .Not in this campaign.''

DuPre said she had two fears to overcome — her own fear about whether she could relate to the grocery workers, and the workers' fear that they would lose their jobs.

''I start out by saying 'I have news to bring you,' news about the union,'' she said. ''Then I have to put myself in their shoes, focusing on the issues they're concerned about — day care, medical insurance, maternity.

''I hope I'm conveying to them how much I believe in what I'm doing,'' DuPre said.

''You get used to having just a 5-minute shot at telling them what the union is about,'' Brickman said. ''There's a lot of footwork involved, like phone calls and needing to talk with people at the stores.''

The importance of women organizers was driven home during this campaign, where a significant proportion of

oce, waiting to talk to workers off the job.

Interns learned how to involve the entire community in organizing drives during the campaign conducted by the UFCW Local 400 in the Tidewater area of Virginia. Besides using posters and a media blitz including press, radio and television, Local 400 purchased billboard space to spread the campaign's slogan, above. Local 400 President Tom McNutt directs two interns, Melanie DuPre and Rachael Brickman, as they prepare to mail out a leaflet to thousands of Tidewater area workers, left. Meanwhile, back at the George Meany Center, union leaders and students begin the three-step institute program with three days of classroom training, below.

Photos by Bill Burke and Ray Crowell of Page One Photography

the workers are women.

"Women are a big plus for the labor movement," OPEIU's Kean said, because "they can counter the traditional or stereotyped image of unions" as being only for men and only in certain professions. The institute's first 105 organizers were 50 percent women, 35 percent union activists and 25 percent Black, Hispanic or Asian.

Kean also applauded the campaign's focus on community concerns, which helped to draw in the Tidewater community at large.

For the interns, the campaign was a success because "we learned to assess the target and to follow up on leads," said intern Megan Parke. "Added reponsibility is really the goal of the internship, and I think it has succeeded in that we are ready to move on to the apprenticeship stage."

Tom McNutt, president of UFCW Local 400, sees an added advantage to his campaign in developing people for organizing jobs, "That's how you build the labor movement," he said.

McNutt lamented that "we don't teach people what we know; we don't take the time even though it's valuable." He said it's important to teach organizers to "work smart."

The institute can play a further valuable role in changing the perception of organizing, and of organizers, within the labor movement, McNutt said.

From Tidewater, the 12 interns traveled to their assigned apprenticeships in Gonzales, La., Philadelphia, Kansas City and other areas. Their 10 oldest "brothers and sisters," the institute's first graduates, have taken permanent organizing positions with affiliated unions.

Meanwhile, back at the George Meany Center, the mission of the Organizing Insitute to train the next generation of organizers was recycled.

Bensinger and the institute staff were evaluating a new group of 20 hopeful organizers — local union officers, recent college graduates and union members. Some of them will pass through the classroom on the way to internships, apprenticeships and the long road of union organizing.

Community Services parley focuses on helping America

Nation's health care problems top agenda

Denver

Techniques for dealing with the day-to-day problems of working Americans — from coping with unemployment and implementing labor's program for a drug-free society to generating grass-roots support for national health care — topped the agenda at the AFL-CIO Community Services national conference.

The 500 community services representatives from across the nation heard Letter Carriers President Vincent R. Sombrotto accuse the administration of "callous disregard of workers, of women, of welfare recipients and of the weakest in our society."

Sombrotto, who chairs the federation's Committee on Community Services, assailed President Bush for his veto of family and medical leave legislation and for threatening to scuttle the pending child care measure.

In his keynote address to the week-long conference, he charged the administration with "standing in the way of progress on health care," and

Sombrotto: Bush administration exhibits 'callous disregard' for workers, women, the needy.

blamed George Bush and Ronald Reagan for showing "little concern for those who are crippled physically and financially" by a lack of access to health services.

Sombrotto praised community service workers for their efforts during the last year in aiding the victims of Hurricane Hugo and the California earthquake, and in bringing to bear a network of public and private social services in support of striking Eastern Airlines workers, Greyhound employees and the Mine Workers — all victims, he said, of "strikes brought on by brutal management tactics and an unwillingness to bargain in good faith."

In a series of workshops that underscored the conference theme, "Helping America," community service activists:

- Explored a range of food, insurance, health care, financial aid and credit assistance programs that can be made available to workers in case of layoffs and shutdowns, and discussed methods for mobilizing strike assistance programs to protect workers and their families during labor-management disputes.
- Emphasized the need for organizing for social change, with particular attention to the AFL-CIO campaign to enlighten the public on the huge gaps in the nation's health delivery services and to generate widespread support for legislative proposals to deal with this deepening crisis.
- Examined ways to empower the nation's elderly population to deal not only with specific problems facing retirees but also to enlist their support on key social and political issues.
- Moved to implement the program adopted by the AFL-CIO Executive Council in May, which called for using the mechanisms of state federations and local central labor councils to coordinate labor's full range of health and human services, independent of labor's historic fund-raising activities on behalf of the United Way and other social agencies.

Murray-Green-Meany Award is presented to United Way President William Aramony, left, by AFL-CIO Vice President Morton Bahr.

- Previewed a new training video for union counselors prepared in cooperation with the George Meany Center for Labor Studies and the Labor Institute of Public Affairs.

A conference highlight was the awarding of the AFL-CIO's 1990 Murray-Green-Meany award to William Aramony, president of the United Way of America.

In presenting the award, Communications Workers President Morton Bahr praised Aramony for his four decades of social service and his efforts to make a difference in the lives of the American people.

"Whether it's a new approach to day care, an innovative attack on illiteracy, or helping working people overcome the effects of disasters," Bahr said of Aramony, "he asks for the labor movement's ideas, invites our participation, and gets us involved in decision-making on national and local levels."

Joe Velasquez, the federation's community services director, praised Aramony for developing a close working partnership with unions to reach out to help children, working people and the elderly whether they are out of work, are unable to read, are homeless or are suffering from a disaster.

Union presidents addressing the conference included John J. Sweeney of the Service Employees, Gerald W. McEntee of AFSCME, John Sturdivant of the Government Employees, Richard Trumka of the Mine Workers, and Cesar E. Chavez of the Farm Workers.

Among top government and private sector officials who spoke were Colorado Gov. Roy R. Romer; Philip Oliver-Diaz, assistant deputy director for prevention, Office of National Drug Control Policy; Dr. M. Jocelyn Elders, director of the Arkansas Dept. of Health; author Lisbeth B. Schorr; Msgr. Thomas Harvey, executive director of Catholic Charities, and Prof. David Ellwood, Harvard University.

Latin Labor Council spurs organizing of Hispanics

San Juan, Puerto Rico

Labor's concerted efforts to organize Hispanic workers — the fastest-growing segment of the American workforce — was bolstered at the national membership meeting of the Labor Council for Latin American Advancement.

The theme of the biennial conference, "Union Yes, Poder Hispano Si" — Hispanic power — celebrated the strong support for labor within the Latino community and reflected the emerging influence of Hispanics in American society.

In his keynote address to the 700 delegates, LCLAA President Jack Otero emphasized that while 1.4 million Hispanics are now members of AFL-CIO unions, another 8 million still lack the benefits of union membership.

These workers "must be shown that signing a union card is actually a declaration of independence, and that fighting for a union contract is really legislating a bill of rights," said Otero, a vice president of the Transportation Communications International Union.

He called for intensification of LCLAA's campaign to "open new channels to unorganized workers" with a goal of bringing the benefits and protections of union contracts to all Hispanic workers.

AFL-CIO Secretary-Treasurer Thomas R. Donahue told delegates that the climate is ripe for unionizing efforts among Hispanic workers.

The federation commissioned a Lou Harris poll, he said, which showed that 51 percent of Hispanics indicated their likelihood to vote for union representation, compared with a 30-percent "yes" vote overall.

"For us, to bring them into the labor movement fulfills the responsibility that each of us carries to the unorganized — the opportunity to join a union, the opportunity to stand erect, the opportunity to walk tall and to live and work in decency," Donahue said.

AFL-CIO Civil Rights Director Richard Womack said the growth of minorities in the workforce underscores the need to overturn a recent rash of U.S. Supreme Court decisions which, he said, have "nullified" longstanding curbs on discrimination in the workplace. Delegates gave a resounding ovation to Womack's pledge of "no retreat on civil rights."

By the year 2000, he noted, there will be another 18 million workers in the labor force — 6 million of them Hispanics, bringing to 10 percent their total participation in the job market.

At the turn of the century, Womack continued, women will comprise 47 percent of the workforce, blacks will be at the 12-percent mark, and Asians, American Indians and Alaskan natives will account for another 4 percent.

These figures, he said, make an argument for passage of the pending Civil Rights Act of 1990 as the only "proper response to an out-dated, out-of-touch and conservative Supreme Court."

The three-day meeting also focused on a recent General Accounting Office report showing employment discrimination against Hispanics, Asians and other minorities as an unintended by-product of the employer sanctions built into the Immigration Reform and Control Act of 1986.

Otero called the practice of employment bias "intolerable and pervasive," and reaffirmed LCLAA's policy to "vigorously oppose any form of discrimination against Hispanic workers and their families."

Donahue said the labor movement is "struggling to teach employers and government agencies how to enforce" the law "so that it prevents the exploitation of illegal aliens — which it was designed to do — rather than to add to that exploitation and discrimination."

He sharply criticized the administration for the fact that "not a single compliance office exists in California or Texas, the two highest immigration locations."

Acknowledging that there are differing views within the civil rights community about whether or not to end sanctions, Donahue declared: "The enemy is not among us... The enemy is the chiseling employer who wants to fire qualified workers and hire those who are illegally present because he knows he can exploit them."

Delegates adopted a resolution restating LCLAA's endorsement of efforts to wipe out the discriminatory aspects of the present immigration act, and indicated that repeal of employer sanctions might be necessary "if evidence of discrimination under the present system cannot be eradicated."

In other actions, the LCLAA session:

- Opposed English-only statutes, calling them "hostile to immigrants and minorities" and warning they would impose almost insurmountable language burdens on Latinos and Asians.
- Endorsed pending anti-strikebreaker legislation to end to the exploitation of a loophole in labor law under which employers invalidate workers' legal right to strike by giving their jobs to "permanent replacements."
- Voiced support for efforts to establish a Solidarity Movement in Exile for Cuba as the first step toward developing free trade unions in that Communist-controlled country.
- Hailed the victory of the union-backed coalition that helped overthrow the Sandinista regime in Nicaragua and brought the democratic forces of Violeta Chamorro to power.

Speakers included Ladies' Garment Workers President Jay Mazur, Gov. Rafael Hernandez Colon of Puerto Rico, AFL-CIO Legislative Director Robert M. McGlotten, COPE Director John Perkins, Sarabeth Rodriquez of the U.S. Census Bureau, Treasurer of the United States Catalina Villalpando, New York State Assemblyman Angelo Del Toro, and Nicaraguan labor leader Alvin Guthrie, who now serves in that country's new Senate.

Dona Felisa Rincon, vivda de Gautier, received LCLAA's highest honor — the Montemayor/Baraza Award. A former mayor of San Juan, she has long supported labor's causes.

Executive take-home pay soars in the millions

By John R. Oravec

Through good years and bad, top U.S. corporate executives had the best of times in the 1980s with ballooning salaries, stock options and golden parachutes.

A survey by Business Week magazine of several hundred companies found that corporate bigwigs averaged an annual income of $1.2 million in 1989 just on salaries and bonuses. When long-term compensation such as stock option plans is added, the combined average income level was nearly $1.9 million for the year.

Several hundred Wall Street executives did even better, according to Financial World magazine's study on 1989 income.

Just for Wall Street's 100 highest paid money makers, the incomes ranged from a low of $6 million to a high of $125 million rolled in by financier Marvin Davis, who cashed in big stakes in Northwest and United Airlines.

A few other Wall Streeters in the $100-million-a-year range include futures trader Bruce Kovner, Irvin (The Liquidator) Jacobs, Peter Ackerman, who was the right-hand man of junk bond kingpin Michael Milken, and Carl Icahn, the takeover trader with big holdings in TWA, USX and Texaco.

The 1989 incomes for the second 100 Wall Street executives ranged from $5.6 million down to $3 million. An estimated several hundred others racked in more than $1 million each.

Top bosses in the industrial sector were compensated in the lower single-digit millions last year. They include General Electric Co.'s J.F. Welch Jr. at $3.6 million; E.L. Hennessey Jr. of Allied Signal at $3.4 million; Chrysler's Lee A. Iacocca at $3.3 million; Textron's B.F. Dolan at $2.5 million; Ford Motor Co.'s H.A. Poling at $2.2 million, and Roger Smith, retiring CEO of General Motors Corp., at $2.1 million.

During the 1980s, the pay of corporate chief executive officers far outstripped inflation as well as the wage gains of their workers, AFL-CIO economist Frank Parente noted.

While CEO compensation raises averaged 13 percent a year between 1980 and 1989, the pay of factory workers rose less than 5 percent a year. Parente said CEO pay tripled during the decade while factory worker pay rose 44 percent and failed to keep pace with the rate of inflation.

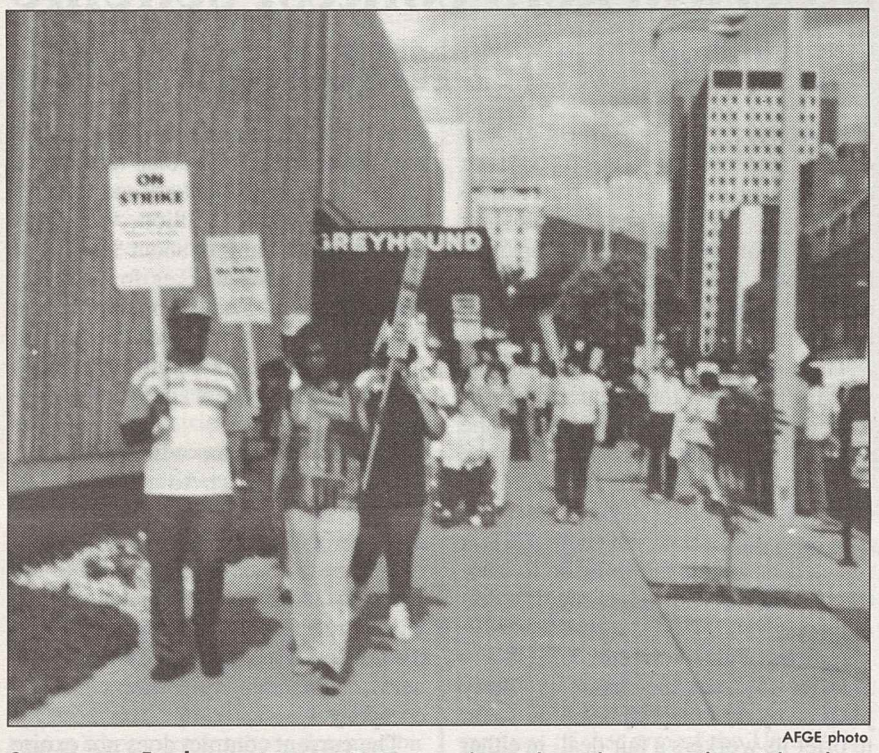
Shortly before Drexel Burnham Lambert filed for bankruptcy protection, it awarded $350 million in year-end bonuses to top executives.

Although business executives insist that their lofty paychecks are an incentive and reward for generating profits, their performance frequently fell short in the 1980s. For many top executives, compensation often rose even in the years when profits were down.

Partners in major law firms also fared well during the decade. In 1989 for example, the 64 partners of New York-based Cravath, Swaine and Moore each collected more than $1.7 million, and $1.2 million each was collected by the 197 partners of Skadden, Arps, Slate, Meagher and Flom.

The CEOs also make out quite well when they retire or resign, Parente observed. Take John M. Richman, vice chairman of Philip Morris, who bailed out with a retirement golden parachute of $22.4 million. And Robert M. Price, CEO of Control Data, resigned with a $13.5-million take-home package.

But the epitome of corporate greed may have emerged when Wall Street's biggest junk bond brokerage went belly up. Shortly before Wall Street's Drexel Burnham Lambert filed for bankruptcy protection, it awarded $350 million in year-end bonuses to top executives — some receiving in excess of $10 million.



AFGE photo

Government Employees join striking Greyhound workers on the picket line in Salt Lake City during a break in a seminar conducted by AFGE's 13th District. The Amalgamated Transit Union, meanwhile, citing Greyhound's financial troubles, has petitioned the National Labor Relations Board to seek an injunction forcing Greyhound to immediately reinstate the 6,300 workers who have been on strike since March 2. The NLRB general counsel earlier had found that Greyhound committed an unfair labor practice — which, if upheld would be grounds to reinstate strikers with back pay. A hearing before an administrative law judge is set for mid-September.

Federal court rules ALPA pilots entitled to reclaim Eastern jobs

By Candice Johnson

In a major victory for the Air Line Pilots, a federal district court judge ruled that union pilots who supported the Machinists strike at Eastern Airlines, but later offered to return to work, are entitled to reclaim jobs taken by trainees.

ALPA had charged that the carrier illegally locked out its union pilots when it insisted last August that jobs were no longer available to ALPA members seeking to return to work. Eastern continued to hire trainees, with fewer than 50 ALPA members rehired.

The union argued that the Railway Labor Act guarantees returning strikers job rights ahead of trainees and Judge Edward Davis agreed. Eastern indicated it will appeal the decision.

More than 800 pilot positions are affected by the decision, ALPA said, with those who will return to work eligible for back pay.

In a separate action, ALPA asked a federal district court judge to bar Eastern from making unilateral changes in its contract, citing the carrier's refusal to bargain in good faith.

The Miami ruling, which could expose Eastern to more than $100 million in damages, came after the airline was indicted on charges that Eastern and nine current and former managers conspired to falsify maintenance records.

The violations occurred at two New York airports more than a year ago, before the strike by the Machinists, which was joined by the Air Line Pilots and the Transport Workers flight attendants.

IAM Vice President John Peterpaul said the criminal indictment vindicates union members who tried to bring the safety violations to the attention of the Federal Aviation Administration and other government agencies for nearly two years.

Representatives of Eastern's creditors are meeting with Northwest Airlines officials to discuss a possible sale of the carrier, even as court-appointed trustee Martin Shugrue claims that Eastern can be rebuilt.

Representatives of both Eastern and Northwest met with Pension Benefit Guaranty Corporation officials to discuss Eastern's existing $800 million pension contribution shortfall and how that could affect a possible sale.

Airline unions clear another hurdle for UAL buyout

By Gene Zack

Efforts by 44,000 members of three unions to take control of United Airlines cleared a major hurdle as 26,000 nonunion workers agreed to provide wage concessions to help finance the buyout — which would make the carrier the world's largest employee-owned company.

Meanwhile, financing arrangements hit an unexpected snag as three banks reportedly withdrew, at least temporarily, from an arrangement to provide the basic underwriting for the $4.4-billion takeover.

The concessions by the nonunion group came in the wake of earlier action by 7,000 Air Line Pilots, 23,000 Machinists and 14,000 Flight Attendants who had ratified separate contracts containing wage and benefit cuts totaling $2 billion over the next five years in exchange for stock in the company.

The nonunion group agreed to one-time wage concessions amounting to $45.9 million, plus an additional $4.6 million in premium pay and medical benefits.

On the financing front, the United Employee Acquisition Corp. — created by the three unions — had indicated earlier that it had received pledges of support from Manufacturers Hanover Corp., Citicorp., Chase Manhattan Corp., Bankers Trust Corp. and Chemical Banking Corp., although no formal agreement had been signed.

According to published reports, the banks had agreed to provide $500 million each and to help put together a syndicate to provide the remaining $1.9 billion for the buyout.

But as the unions moved toward a deadline for putting the financial package together, Citicorp, Chase Manhattan and Chemical reportedly withdrew from participation the buyout, although they were said to have indicated they might rejoin the effort if developments warrant.

The United Employee Acquisition Corp. issued a statement indicating it was ''continuing to work with a core group of banks'' to develop a satisfactory capital structure, and said it was ''inappropriate'' to comment on the actions of individual banks.

Gerald Greenwald, former vice chairman of Chrysler Corp., who has agreed to serve as chairman of the worker-owned airline, has indicated that the new company will seek a major share of the remaining financing from aircraft and engine builders and other United suppliers.

In pursuit of this objective, Greenwald persuaded the board of UAL Corp., United's parent company, to defer action on plans to place a multi-billion-dollar order for a new fleet of upscale jetliners.

UAL had been expected to announce its decision on the largest order ever placed for wide-body jet aircraft — reputed to be worth about $20 billion.

But in a message to employees, UAL's board of directors said it had halted negotiations with aircraft and engine manufacturers until Aug. 9 — the deadline for the union-led buyout group to firm up the financing for the acquisition.

Once the financing arrangements have been firmed up, the employee group will have until Dec. 9 to complete the acquisition.

Meanwhile, published reports indicated the unions are attempting to recruit Pan American Chairman Thomas Plaskett to be the airline's president. He would join Greenwald and John Edwardson, former chief financial officer at Northwest Airlines, in running the airline for the United Employee Acquisition Corp.

Greenwald has advised the UAL board that Owen-Illinois Inc. Chairman Robert Lannigan, former Time Warner Inc. Vice Chairman J. Richard Munro, and former Jewel Food Co. Chairman Donald Perkins have agreed to serve on the board of the new airline.

Four labor representatives and five additional outside directors have yet to be named to the new board. Completing the 15-member panel will be the air carrier's three senior managers.

Montana labor drafts economic recovery blueprint

By Arlee C. Green

The Montana AFL-CIO has mapped out a plan aimed at turning around this financially troubled state so that by the year 2000 it will be not only "a great place to live, but also a great place to make a living."

The blueprint for leveling out the state's boom-and-bust economic roller coaster, unveiled by state AFL-CIO Executive Secretary-Treasurer Jim Murry, was hailed by the Missoulian, a statewide daily newspaper that gave labor high marks for taking the first step. It is based on a study done by the Washington, D.C.-based Corporation for Enterprise Development.

Murry said the state federation presented the plan "to counter short-sighted solutions that others in Montana are putting forward, such as deregulation, more budget cuts and low wages."

The economic development plan was developed in concert with the AFL-CIO Public Employee Department and the Departments of Economic Research and Organization and Field Services, as well as with business and community groups.

It follows the same pattern as successful campaigns in Oklahoma and New Mexico, which also stressed worker buying power and tripartite labor-management-government cooperation as essentials in economic development.

"The Montana project is a chance to see if we can change business' attitude about what constitutes a good business climate," said PED President Al Bilik.

Between 1980 and 1988, the average Montanan's annual wage in real terms fell 14 percent — or $2,807. In the same period, Montana lost 11,000 jobs that paid an average of more than $21,000 a year, while gaining 18,000 jobs that paid an average of less than $15,000.

The report, "New Directions: Building an Economic Future for Montana's Children," recommends a three-pronged approach to improving the state's economy: producing more finished goods from the state's raw resources, upgrading workers' skills and developing more aggressive financial lending practices.

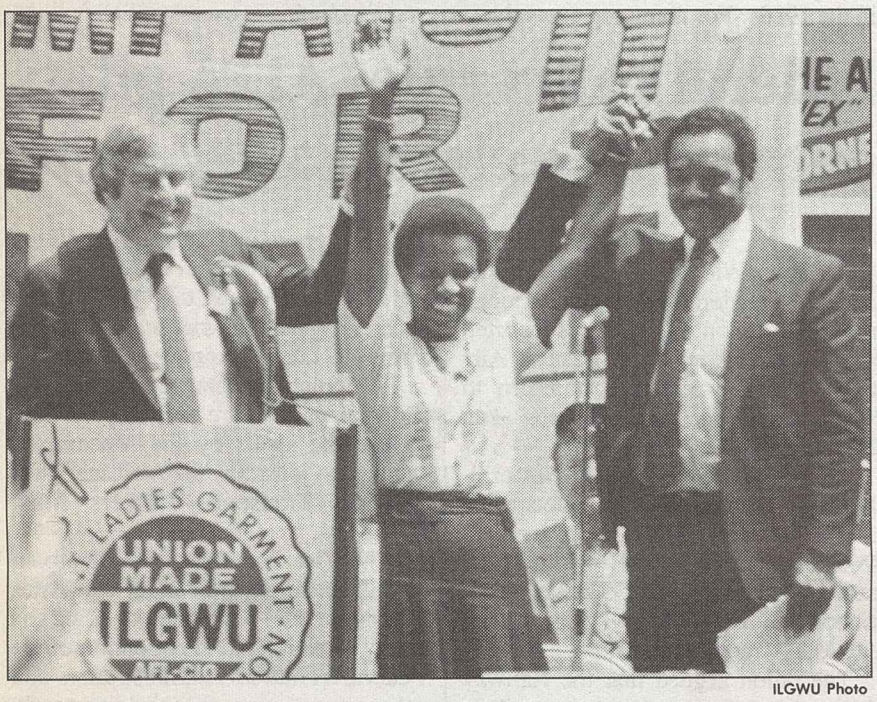
To carry out the plan, the report suggested creating a statewide "partnership council" made up of labor, business, government and conservation groups to identify key barriers and opportunities in economic development and job creation, and to develop solutions through cooperative efforts.

The report recommended shifting the state's businesses toward the manufacturing of finished products, or "value-added" goods from Montana's wealth of natural resources — timber, mining and agricultural goods.

Noting that 75 percent of the workforce of the year 2000 is already out of school, the report urged an increase in employer-provided education and skills training. The high educational attainment of the current workforce suggests the state's workers can successfully learn new skills, the report added.

The report cited the need for start-up financing for new or expanding businesses, owed mainly to the state's highly conservative banking practices, the low level of personal savings and the weakness of the state's economy.

The report recommended that banks set up an insurance reserve fund to allow moderate-risk business loans, target a financial program at developing small enterprises, and provide a program to improve lender's understanding of credit analysis.



ILGWU Photo

Ladies' Garment Workers President Jay Mazur and Rev. Jesse Jackson are joined by Haitian activist Jesse Leogos as they rally in support of 200 workers — mainly Haitian immigrants — who struck Domsey Trading Corp. in January to protest the firings of two union supporters. More than 1,000 rallied outside Domsey's Brooklyn, N.Y., waterfront facilities, where workers earn about $4 an hour and no benefits to process used clothes Domsey buys to resell to Third World countries, primarily in Africa.

Steelworkers contest scheme at Wheeling-Pittsburgh mills

Steelworkers from 13 local unions overwhelmingly voted strike authorization against Wheeling-Pittsburgh Steel Corp., protesting adverse portions of the company's bankruptcy reorganization plan, including changes in the collective bargaining agreement.

The vote by 5,000 workers clears the way for a strike if the company refuses to modify certain provisions of the reorganization plan it submitted to the U.S. Bankruptcy Court. The plan includes the company's latest offer on a new labor agreement, which the USWA rejected as being far inferior to contracts reached with other major steelmakers.

Andrew Palm, director of USWA District 15, said the action is "fully justified by the company's refusal so far to offer its workers a fair deal, in either its reorganization plan or its proposed labor agreement."

The contract proposals the company has made so far would leave the Wheeling-Pittsburgh employees far behind those involved in other recent settlements at Bethlehem Steel and LTV Steel, the union said. Operating profits per ton of steel shipped by Wheeling-Pittsburgh have been exceeding those of LTV and other steelmakers, the USWA noted.

At issue in the reorganization plan is the "exorbitant professional fees" to be paid to investment bankers and lawyers totaling about $50 million, which the union says amounts to about $5 an hour in wages to each worker for a year.

The USWA also is protesting the "unconscionably low payouts" the plan proposes under the contract's wage moderation agreement and employee investment program.

Further, the plan will not permit Wheeling-Pittsburgh to come out of bankruptcy, the union said, until there is a new collective bargaining agreement that is acceptable not only to the company and the USWA, but also to the Unsecured Creditors' Committee and the LaBow Group (RM Capital Partners), the majority owners of the company.

The current contract does not expire until 10 days after the bankruptcy court approves a reorganization plan. It was reached in 1985 following a 98-day strike that was called after the bankruptcy court allowed the company to slash wages despite the union contract.

Palm said that "no steelworkers have sacrificed more than our Wheeling-Pitt members have to keep their company alive. They will not accept unnecessary continuation of those sacrifices as their reward."

South Dakota raises per capita, backs candidates in key races

Watertown, S.D.

The South Dakota AFL-CIO endorsed candidates for office, raised the maximum per capita limit and charted a legislative agenda during its three-day convention here.

The 59 delegates unanimously endorsed Bob Samuelson for governor, Ted Muenster for the U.S. Senate and Tim Johnson for the U.S. House of Representatives. All three addressed the convention.

To bolster its general fund, the state convention raised the monthly per capita maximum to 75 cents from 70 cents. That amount kicks in if the general fund dips below $10,000 and remains in effect until the fund reaches $40,000.

The delegates called for legislation to provide unemployment compensation and welfare and/or food stamps to striking workers, and opposed a proposed state constitutional amendment to limit property taxes.

The convention urged legislation to extend the coverage of the Occupational Safety and Health Administration to workers currently exempt from OSHA protections, and urged that the agency increase the number of compliance officers located in its Bismarck, N.D., regional office, which covers 147,000 square miles in the two Dakotas.

Charles Good of the Machinists was elected to his first term as first vice president and John E. Hansen of the Steelworkers was re-elected as second vice president. Voted to other vice presidencies on the federation's executive board were: Paul Aylward and Gary Job of AFSCME, Rose Bailey of CWA, Randy Flanagan of USWA, Dennis Nielsen and Doug Zastrow of the Electrical Workers and Curt Soehl of the Fire Fighters.

Convention speakers included Kevin Kistler of the AFL-CIO Department of Organization and Field Services; Ken DeBay of the AFL-CIO Human Resources Development Institute; Randy Kaiser, regional COPE director; and Ann Kelly, Chicago-based regional director of COPE's VIP program.

Other guest speakers included state Labor Secretary Peter deHueck, Minnesota AFL-CIO President Bernie Brommer, North Dakota AFL-CIO President David Kemnitz and AFL-CIO Regional Director Ray Francis.

420 workers fired on 10-minute notice in takeover of Revco drugstore chain

Detroit

Given less than 10 minutes' notice, 420 members of the Food and Commercial Workers were fired from their jobs at a statewide drugstore chain following a complex takeover transaction.

The workers — members of UFCW locals 876 in Detroit and 951 in Grand Rapids — had been employed at 42 Michigan outlets owned by Revco Drug Stores.

The chain was acquired in June by Reliable Drugs in a transaction approved by the bankruptcy court handling Revco's Chapter 11 filing. Reliable promised to hire all Revco employees and to maintain the hourly rates, health and pension benefits.

But within days after gaining control of the retail outlets, Reliable transferred them to Perry Drugs, which immediately dismissed all of the UFCW members, some of whom had worked for the Revco chain 15 years or more.

Classified ads soliciting job replacements appeared in daily newspapers the same day that the 420 union members were summarily terminated.

Acting on their union's advice, the dismissed employees filled out applications to apply for positions with Perry Drugs. These applicants were interviewed by Perry over a two-day period.

The terminated workers were informed during job interviews that if they were rehired by Perry, they would receive hourly wages significantly lower than what they had been earning while employed by Revco.

On behalf of the displaced Revco workers, the UFCW locals are preparing to file a lawsuit charging that the promise to hire all Revco employees at their current hourly rates was breached by the actions of Reliable and Perry management.

Rights abuses outweigh gains around the world

By Gene Zack

Although gains are being recorded on the human and worker rights fronts around the globe, a wide gap still remains between promise and performance in some countries on the Asian, African, South American and European continents, the International Labor Organization reported.

Studies issued in Geneva by Michael Hansenne, director general of the International Labor Office, emphasize that ''there is still a long uphill struggle ahead to ensure that working populations everywhere enjoy their basic rights.''

The reports — conducted by a 20-member committee of experts from all parts of the world — focus on actions being taken to safeguard trade union rights, provide protection against forced labor and child labor, and end employment bias based on race, gender, color, religion or politics.

''Significant progress has been made in getting more countries to respect these basic rights of their peoples and the international treaties guaranteeing these rights,'' the report said. ''But the reality is that there are too many nations where worker rights are ignored and violated in one form or another.''

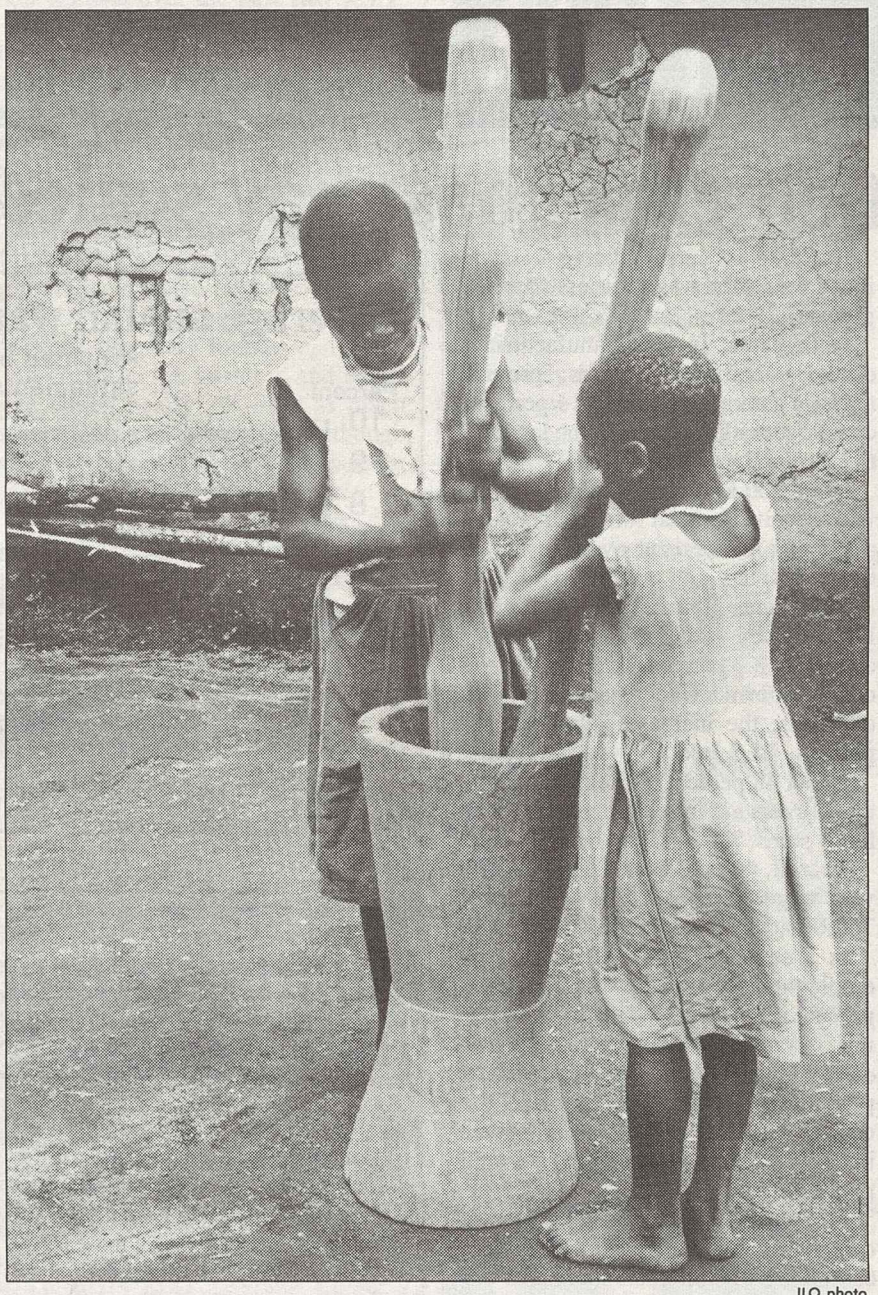
Here are highlights of the ILO's continent-by-continent assessment emphasizing the ''dark spots scattered around the world'' resulting from either a failure to correct violations or the lack of proper machinery to correct injustices:

ASIA — Forced labor continues in a number of countries. Pakistan has admitted a forced recruitment system that includes exploitation of child labor, but has pledged action to halt this practice. Compulsory child labor continues in Thailand's brothels and small industries, and government actions thus far have been ''limited in scope.''

Many Asian countries — notably Malaysia, Thailand, Pakistan and Singapore — still practice compulsory prison labor even for those detained on political or religious grounds or for participation in strikes. These practices are ''unacceptable'' under ILO conventions.

The universally recognized principle of freedom of association is often violated in parts of Asia. The ILO noted some progress on this issue in the Philippines, but urged further efforts in Pakistan, Papua New Guinea and Fiji, among other countries.

A separate committee that examined the issue of freedom of association in countries that have not ratified ILO conventions was sharply critical of the Peoples Republic of China, where the government brutally suppressed trade union rights in the wake of the 1989 Tiananmen Square massacre of workers and students.



ILO photo

Two young girls pound corn in Tanzania.

AFRICA — The most glaring examples of worker rights violations have occurred in South Africa which, although it left the ILO a quarter century ago, is still bound by some of the conventions of that arm of the United Nations. The study called the creation of so-called homelands a ''segregative approach'' that is ''just as discriminatory as overtly racial laws.''

The report expressed cautious optimism that ''a change for the better'' may lie ahead for South Africa, noting that the beginning of a dialogue between the white minority government and black union and political organizations may ultimately lead to dismantling apartheid.

Surveying the record of other African countries, the committee expressed concern over allegations of ''actual slavery'' in Mauritania and Sudan, and criticized various forms of forced labor in Burundi, Cameroon, Central African Republic, Liberia, Madagascar, Sierra Leone and Tanzania.

The study condemned the practice of permitting prison labor to be hired out to private employers in the Ivory Coast, Madagascar and Morocco.

Imprisonment for such expressions of freedom of association as participation in strikes continues in Algeria, Egypt, Ghana, Guinea, Libya, Nigeria, Sierra Leone and Tanzania, but other countries — including Burundi, Central African Republic, Chad, Kenya, Mauritius, Sudan, Uganda and Zambia — have already pledged to end such practices.

Nearly every African country is having difficulty in achieving full observance of workplace safety and health conventions, largely due to a lack of resources. The ILO has extended some technical assistance to member states to facilitate implementation but lacks sufficient resources to do the job alone.

SOUTH AMERICA — Although unions have been in the forefront of successful efforts to replace dictatorial administrations with democratic regimes in Argentina, Chile, Uruguay and Nicaragua, the Latin American region ''still represents the single largest source of complaints of violations of trade union rights reaching the ILO.''

Underscoring what it called the ''long uphill struggle'' to secure worker rights in South America, the ILO reported such continuing violations as murders and disappearances of trade unionists in Brazil, Colombia, El Salvador, Guatemala and Peru; arrests of union members and strikers in El Salvador, Dominican Republic and Paraguay, and attacks and searches of trade union premises in El Salvador, Paraguay and Peru.

Overall, the committee expressed some optimism. Colombia has promised to ease restrictions on trade unions, while Ecuador, Panama and Peru have pledged ''early improvements.'' The situation remains less promising in the Dominican Republic and Jamaica, the ILO said.

EUROPE — Abrupt changes in the political map of Europe in recent months have raised hopes of ''the emergence of free democratic societies across the whole continent,'' the ILO watchdog body said.

Throughout Eastern Europe, where totalitarian governments are toppling, many abuses of basic worker rights are coming to an end. Trade union rights have improved, forced labor is less frequent and discrimination against political opponents is on the decline.

There has been a steady dissolution of restrictions on access to employment and promotion based on political criteria, the ILO said, pointing to progress in Czechoslovakia and East Germany while deploring its continued existence in Bulgaria.

The committee criticized West Germany's continued policy of of denying government jobs to Communist party activists, even though that party is legally recognized by the government. The study also voiced regret that Turkey and Spain continue employment bias.

Discrimination between men and women in employment has not been ''completely eliminated in practice anywhere,'' the committee noted. It stressed that even in such countries as Austria and Switzerland, ''wage discrimination against women exists openly in collective agreements.'' However, it noted progress in pay equity in Norway, Sweden and Portugal.

Around the globe, the ILO studies concluded, ''there are some bright spots where governments have made progress in meeting their promises, but in many others the picture remains dark. There is an urgent need to sustain and strengthen the human rights conscience of the world community to ensure that the basic rights and freedoms of all individuals, including workers, are respected.''

ILGWU lashes INS on import of Chinese workers

Los Angeles

The U.S. Immigration and Naturalization Service is promoting sweatshop conditions by permitting a garment firm to ''import'' Chinese workers, the Ladies' Garment Workers have charged.

Using the first visas for factory workers issued under the ''Urban Bracero'' law, Winnie Fashions Inc. imported 16 workers from the People's Republic of China in May over the objections of the U.S. Department of Labor. The workers are sewing U.S. Defense Department uniforms as well as other garments.

''Winnie Fashions pays its workers poverty-level wages, houses them in one single-family dwelling owned by the company, and takes deductions from their pay for housing and other expenses,'' said ILGWU Vice President Steve Nutter.

Nutter said the company has a record of failure to comply with federal and state minimum wage laws and other labor standards. The California Department of Labor currently is investigating wage and hours complaints made by workers against the firm.

The INS authorized the entry of more than 30 Chinese workers under the ''guest worker'' provision of the 1986 Immigration Act. Of these 30-plus workers, 16 were allowed to enter the United States by Chinese officials — the first time the 1986 law has been used to admit factory workers.

Bracero — literally, ''arm'' or manual laborer — was the word used for an immigrant farmworker program which ended in the 1960s.

''The 'Urban Bracero' law is a bad idea, made even worse in this case,'' said ILGWU President Jay Mazur. ''The law encourages the proliferation of sweatshops by inviting garment and other firms to take advantage of vulnerable foreign workers.

''These workers speak no English, know nothing of American laws that protect workers, have no union, and depend entirely on their employer for their very right to stay in this country,'' Mazur said.''

In addition to the INS allowing the importation of these workers into sweatshop conditions, ''the Defense Department also knows that uniforms for American service men and women are now being made by exploited workers,'' Mazur said. ''Both agencies must be condemned for their irresponsibility.''

DATA

First-half settlements boost pay scales 4.2 percent

By John R. Oravec

Union contracts negotiated in the first six months of 1990 brought substantially higher pay raises than the agreements they replaced, the Bureau of Labor Statistics reported.

In major settlements covering at least 1,000 workers, wage increases averaged 4.2 percent in the first year and 3.8 percent annually over the contract term.

Better yet, union contracts covering 5,000 workers or more brought in first-year compensation gains of 5.2 percent and annual wage and benefit improvements of 4.2 percent over the life of the agreements for 421,000 workers.

The value of employer-paid educational benefits, lump-sum payments, profit sharing and cost-of-living adjustments is not counted in the pay packages, said AFL-CIO economist John Zalusky, who pointed out that negotiated lump sums alone have been worth from 3 to 12 percent of a worker's annual earnings in recent years.

The last time these private industry settlements covering at least 1,000 workers were negotiated, in either 1987 or 1988, the average wage adjustments were 2.3 percent in the first year and 2.5 percent annually over the term, BLS said.

BLS analysts said the increases in the pay settlements in the first six months of the year largely reflect wage gains for workers in transportation equipment manufacturing, petroleum refining, food stores and health services.

In the first-half settlements covering the 810,000 workers, lump-sum provisions are in contracts affecting 136,000 workers (17 percent), and COLA clauses for some 94,000 workers (12 percent).

Settlements with lump-sum provisions call for wage boosts averaging 3.4 percent annually over the contract term, compared with average increases of 3.8 percent for those without lump sums.

Contracts covering at least 1,000 workers with COLA clauses provided first-year increases of 3.4 percent, compared to 4.3 percent for those without COLAs. In bargaining units of at least 5,000 workers first-year pay increases averaged 2.7 percent with COLAs and 5.5 percent for those without COLAs.

Over the year ended in June, the cost of living keyed to the consumer price index for urban wage earners rose 4.5 percent.

Settlements in nonmanufacturing, covering 562,000 workers, provide average annual pay gains of 4 percent, compared with 2.9 percent the last time the parties bargained.

Some 300,000 construction workers will receive annual wage increases averaging 4.2 percent over the life of their contracts.

Settlements in manufacturing, covering 248,000 workers, averaged increases of 3.3 percent annually over the contract term. Under their previous contracts, the increases averaged 1.7 percent, BLS said.

About 48 percent of the manufacturing workers are in settlements that have lump sums, COLAs, or both.

Overall, the settlements provide first-year wage increases to 94 percent, or 760,000, of the workers.

In a separate report, BLS said its employment cost index increased 5.4 percent in the year ended June 30, rising from a 4.8-percent increase a year earlier. The ECI measures total compensation — workers' wages and executive salaries as well as employee benefits — in both the private and public sectors.

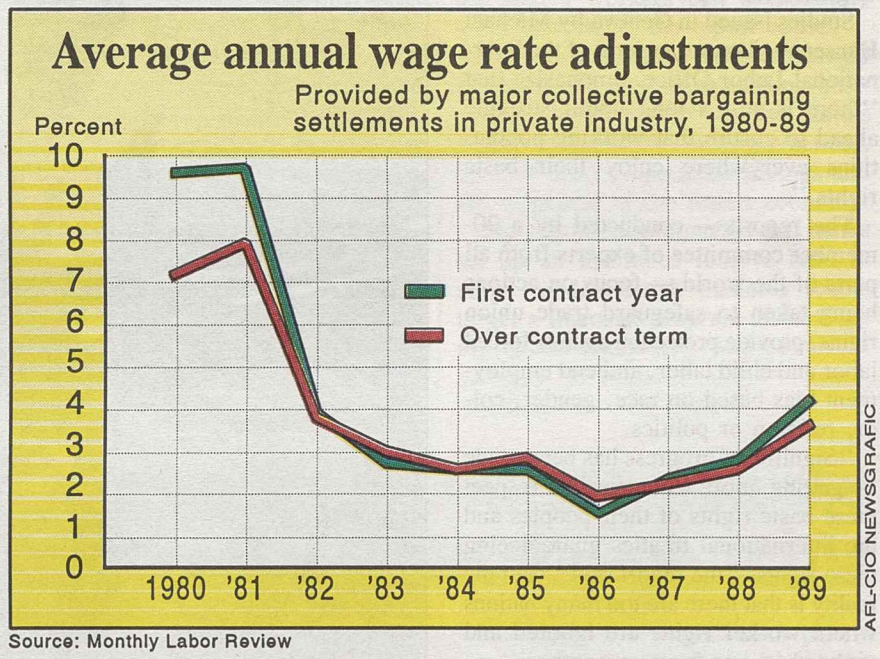
In the 12-month span, private industry wages and salaries rose 4.5 percent while benefit costs increased 6.9 percent. BLS said the increase in the federal minimum wage to $3.80 an hour on April 1 had little impact on the increased pay.

For state and local government workers, total compensation costs advanced 6.5 percent, as wages and salaries increased 5.7 percent and benefits rose 8.3 percent.

White-collar occupations — which include executives, administrative personnel and managers — got pay increases of 4.9 percent. Blue-collar wages increased 3.8 percent.

The ECI data showed total compensation for union blue-collar workers rose 4.1 percent over the year, compared with 5.3 percent for nonunion blue-collar workers.

Despite the percentage differential, the union advantage for blue-collar workers was still $7.93 an hour, according to BLS data compiled in March. While union members earned $20.05 an hour in blue-collar jobs, nonunion workers drew just $12.12.



Source: Monthly Labor Review

Union contract gains rebound after economic slump in '80s

Major collective bargaining settlements went on a roller-coaster ride during the 1980s, but were on the upswing as the decade ended.

Average wage gains rose to nearly 8 percent early in the decade, plunged to the 2-percent range as the economy foundered, and ended the decade with a 4-percent upturn.

The ups and downs of the union settlements are tracked by Fehmida Sleemi in the May issue of the Monthly Labor Review. Sleemi, an economist with the Bureau of Labor Statistics, links the bumpy pattern of settlements to the Reagan Recession and the slow economic recovery.

"The U.S. economy slipped into a mild downturn in 1980, briefly recovered, and then in 1981, plunged into the longest and deepest recession in the post-World War II era," she writes.

"Employment declined by nearly 3 million, with job losses heavily concentrated in manufacturing. The unemployment rate rose to nearly 11 percent, while the rate of increases in prices fell sharply from two-digit levels.

"The economy emerged from the recession of 1982 and moved into a period of recovery and modest growth that continued to the end the decade."

After substantial annual wage gains averaging 7.1 percent in 1981 and 7.9 percent in 1982, economic hard times were reflected in subsequent settlements — plunging wage gains to 3.6 percent in 1982 per year over the term of the agreements.

"The average was low mainly because a relatively large proportion (36 percent) of workers — particularly in transportation equipment manufacturing — did not get any wage increases during the life of the contract," Sleemi observes.

Agreements in economically depressed industries pulled down the average wage increases to 2.8 percent a year in 1983. As the hard times continued, wage adjustments continued to slide in the mid-1980s, and hit a record-low increase of 1.7 percent in 1986.

During this period, workers were beset by high unemployment and plant closings, although consumer price increases dropped dramatically.

Unusual features emerged in contract settlements:

- A number of settlements yielded no wage increases.
- Back-loaded agreements called for lower first-year pay increases before rising later in the contract term.
- Cost-of-living adjustments were dropped in many contracts as inflation eased.
- Multi-tiered plans were initiated, which provided lower pay scales and benefits for new employees.
- Lump-sum payments proliferated.

Prior to the 1980s, lump-sum payments were rare and yielded only a fraction of a worker's annual earnings, Sleemi writes. Later in the decade, the negotiated lump sums provided payments from 3 to 12 percent of a worker's annual earnings.

Lump-sum clauses were often negotiated in place of wage increases, to supplement wage increases, or to offset wage cuts.

Current Labor Department measures of wage and compensation settlements do not account for the value of the lump-sum payments, Sleemi points out.

In 1989, contracts with lump-sum provisions called for wage increase averaging 3.1 percent a year over the term, compared with pay raises of 3.5 percent for contracts without lump sums.

Almost 70 percent of the manufacturing workers in 1989 contracts received lump-sum payments, compared with just over 30 percent in nonmanufacturing industries.

The problem with lump-sum payments is that they are not rolled into the worker's pay scale, AFL-CIO economist John Zalusky noted. As a result, the union must negotiate the next contract from a lower wage base. Also, pension credits and other benefits are often keyed to the wage base, which is not enhanced by the lump sums.

About 97 percent, or 1.7 million, of the workers covered by 1989 settlements had pay increases averaging 4.4 percent in the first contract year.

Economy heads for second-half slowdown

New government data pointed to a continuing slowdown in the U.S. economy for the second half of 1990.

The index of leading economic indicators stayed flat in June following a pickup in May and a drop in April, the Commerce Department reported.

Meanwhile, the gross national product grew at a disappointing 1.2-percent annual rate in the second quarter after a sluggish 1.7-percent rise in the first quarter.

Six of the 11 indicators were down in June, with the sharpest negative in unfilled orders for durable goods. Others on the downside were manufacturers' new orders for consumer goods and materials, money supply, consumer expectations, contracts and orders for plant equipment, along with rising initial weekly unemployment claims. The length of the average workweek was unchanged.

The government's main gauge of economic performance, the gross national product, has remained below a 2-percent growth rate over the last five quarters.

Particularly discouraging in the second quarter GNP report was the deterioration of exports, which dropped 3.7 percent after rising 11.2 percent in the first quarter. Imports increased 3.2 percent in the second quarter.

In a separate report, the Commerce Department said construction spending remained flat in June after dropping in March, April and May. Residential spending was down 2.2 percent in June after falling 4 percent in May.

Images of workers missing from PBS's prime time

By Arlee C. Green

Images of American workers are nearly nonexistent on the nation's public television during prime time, according to a study of the Public Broadcasting Service's programming for 1988 and 1989.

"For years, the absence of realistic and thoughtful portrayals of American working people on TV has been a great disappointment," said Dennis Beal, AFL-CIO communications assistant to President Lane Kirkland.

In a letter to union editors, Beal urged that they help generate letters and phone calls by their members to PBS stations to get programs on workers and unions aired on public television.

Beal cited "We Do the Work" as the kind of program that should be on PBS. It is produced by the Central Educational Network and is an outgrowth of "California Working," an innovative labor-oriented program that has been broadcast on Northern California PBS stations over the past two years.

"PBS and the American Worker," a study conducted by the City University of New York Committee for Cultural Studies, reveals that less than 0.5 percent of total PBS prime time — 8 p.m. to 10 p.m. — programming is about workers.

In the years studied, more than two-thirds of that minuscule amount of programming devoted to workers was about British, rather than American workers, the study found.

In contrast, the business and social elite tallied nearly 10 times as much programming as workers, even though wage and salary workers are 80 percent of the workforce, the study said.

"The CUNY study demonstrates that there is such a strong anti-worker bias on public television that it practically amounts to censorship," said Service Employees President John Sweeney. "Apparently, stories about a British baroness or a millionaire investment banker have a far greater chance of making it onto PBS prime time than stories about the rest of us," Sweeney said.

"This undemocratic PBS policy is due for a change." The prime-time programming allotted to American workers — including drama, documentary and talk shows — averages only 20 minutes a month. Over the two-year period, there was only a single one-hour program about a union-management conflict.

The study focused on programs that could be put into four categories — the business and social elite; celebrities, artists and intellectuals; workers, and other social groups. A large portion of PBS programming did not fit any category and was excluded from the study.

CUNY sociologist Stanley Aronowitz said the study reveals only the "tip of the iceberg. We focused on prime time programming only and therefore, we didn't even include the hundreds of hours of non-prime time business-oriented programming distributed by PBS each year that is not balanced by any comparable worker-oriented programming."

Clothing and Textile Workers President Jack Sheinkman said, "Public television programming is skewed toward the elite because of the powerful influence of corporate funders and the lack of much community and labor representation on public television station boards."

Responding to a letter from PBS President Bruce Christiansen, Steelworkers President Lynn R. Williams said that "there is a programming gap here, especially in view of the large amount of business-supported, business-oriented programming on PBS.

"We remain totally unconvinced of public televisions' responsiveness to our concerns."

Coalition focuses on Universal Studios

Orlando, Fla.

A coalition of unions has turned the spotlight on Universal Studios Florida, a new entertainment theme park that opened in central Florida this spring.

Advertising for workers to fill "roles" as cooks, stagehands, ride operators and ticket takers, Universal stressed that it was "union-free" and intended to stay that way. Yet, Universal Studios in Hollywood, Calif., "operates union from the roof to the basement," said Harvey Totzke, who heads the Service Trades Council.

The six unions — Food and Commercial Workers, Hotel Employees and Restaurant Employees, Theatrical and Stage Employees, Transportation Communications Union, Teamsters and Service Employees — are working to organize the park's 2,500 employees.

The council represents workers at nearby Walt Disney World, Epcot Center and at the Disney-MGM Studios Theme Park.

Newsmakers

Intense lobbying led by Louisiana AFL-CIO President **Victor Bussie** convinced the Louisiana legislature to rescind its call for a constitutional convention to draft an amendment to the U.S. Constitution mandating a balanced budget. Louisiana became the third state among 32 that voted for the convention to rescind its vote. Thirty-four states must call for the convention before it is authorized.

Rodney Ogle of the Carpenters, **Donnie Rutledge** of the Union of Police Associations, and **Dennis Smith** of the Electronic Workers were among those vice presidents of the Mississippi AFL-CIO who were re-elected by convention delegates. Their names were omitted from the AFL-CIO News' coverage of that convention.

Jack Sheinkman, president of the Clothing and Textile Workers, was reappointed by President **George Bush** to another two-year term on the President's Advisory Committee for Trade Policy and Negotiations.

Clothing and Textile Workers conventions are proving to be a love connection. At the 1987 convention, delegates **Nancy Wilson** of Baltimore and **Charles Cannon** of Buffalo met. This year they returned as husband and wife. And **Leanne Shebilske,** formerly of Local 741C, and Midwest Region staffer **Bill Moberley** were married at the 1990 convention at a poolside ceremony by Union Label Director **David Dyson,** with ACTWU Vice President **Noel Beasley** as best man.

AWARDS

Labor author and playwright **Emanuel Fried** was presented the annual Joe Hill Award by the Labor Heritage Foundation at its 12th annual Great Labor Arts Exchange held at the George Meany Center for Labor Studies in Silver Spring, Md. He is a member of United University Professions, an affiliate of the Teachers.

Fried, 77, was honored for his "lifelong commitment to bringing justice for workers through culture and the arts." The award noted that "he is the author of dozens of short stories and plays dealing with authentic working class experience" and "has taught hundreds of union members how to write their experiences into stories and plays."

Fried's plays include "The Dodo Bird," "Drop Hammer," and "Elegy of Stanley Gorski," as well as a 1987 novel, "Big Ben Hood." He founded the Buffalo Contemporary Theater in 1939 and, while a line worker at the Curtiss-Wright aircraft plant in Cheektowaga, N.Y., organized his fellow workers into the UAW. Later he worked as an organizer with the United Electrical Workers and the Machinists. He chairs the Buffalo AFL-CIO's Labor Arts Committee and founded the JUST BUFFALO Literary Center's Western New York Playwrights Workshop.

The Reuther Library of Labor and Urban Affairs at Wayne State University has awarded Rockefeller Foundation one-year residencies in humanities to **Dr. John Barnard,** professor of history at Oakland University, and to **Dr. Kevin Boyle,** assistant professor of history at the University of Toledo.

Barnard, author of a biography of Walter Reuther, plans to examine the challenge posed by market, workplace and ideological changes since the mid-1960s as part of a comprehensive study of auto workers and the UAW.

Boyle will investigate the routine interaction between the UAW and Detroit's black community on issues of mutual concern as well as debate black and union leadership over job discrimination and racial tensions in the workplace.

DEATHS

Gustave C. "Gus" Cramer, a retired executive vice president of the Communications Workers, died of congestive heart failure July 27 at his home in Front Royal, Va. He was 71.

Cramer worked for Southwestern Bell in the 1940s in St. Louis and was active in the Southwestern Telephone Union, a CWA predecessor. After World War II, he helped to organize a national telecommunications union.

In 1958, he came to Washington as assistant to late Vice President Ray Hackney. Five years later, he was appointed assistant to then CWA President Joseph A. Beirne. He served as executive vice president from 1969 to 1980, and retired in April 1981 as special assistant to the president.

He is survived by his wife, June. Mass was offered at St. Agnes Catholic Church in Arlington, Va., with interment at Fairfax Memorial Park.

Resources

PUBLICATIONS

A 16-page booklet on the life of **Fannie Sellins,** an organizer for the Mine Workers and Steelworkers who was killed in 1919, is available from the Philip Murray Institute of Labor Studies in Pittsburgh. The pamphlet will be used in secondary schools throughout western Pennsylvania. Minimum order of 50 copies, $25.00. Checks to be payable to the Fannie Sellins Memorial Committee, Philip Murray Institute of Labor Studies, 808 Ridge Avenue, Pittsburgh, Pa. 15212. More information is available from Russ Gibbons at 412/237-2774.

REPORTS

Excessive Executive Pay documents the rapid rise in executive salaries, bonuses and golden parachutes. Report No. 42, January 1990, by Frank Parente, is available from the AFL-CIO Department of Economic Research, 815 16th St. NW, Washington, D.C. 20006.

High Definition Television: Key to Technological Leadership, describes the importance of HDTV and the actions of foreign nations to support developments in this field in comparison to the U.S. effort. Report No. 43, January 1990, by Bill Cunningham, is available from the AFL-CIO Department of Economic Research.

Dislocated Workers Training Program spells out the services that are needed and the various types of union programs that have been developed to deal with this problem. Report No. 44, January 1990, by Shaun Gehan, is available from the AFL-CIO Department of Economic Research.

Bargaining 1990 highlights collective bargaining settlements over the past year and deferred and cost-of-living adjustments scheduled to take effect this year. This report is available from the AFL-CIO Department of Economic Research.

TESTIMONY

Testimony is available from the AFL-CIO Publications and Materials Office, Room 209, 815 16th St. NW, Washington, D.C. 20006. A list of testimony also is available.

AFL-CIO Economist John L. Zalusky, on enforcement of **child labor laws,** before the House Employment and Housing Subcommittee, March 16. No. 90-9.

AFL-CIO, on **taxation of pension fund short-term gains,** to the Senate Finance Committee, March 21. No. 90-11.

AFL-CIO Research Director Rudy Oswald, on **oversight of the Service Contract Act,** before the House Subcommittee on Labor Standards of the Committee on Education and Labor, March 22, No. 90-10.

AFL-CIO President Lane Kirkland on **support for East European Democracy Act of 1990,** before the Senate Foreign Relations Committee, March 22. No. 90-12.

Food and Allied Service Trades Department Representative John A. Boardman, on **amending the Lanham Trademark Act regarding gray market goods,** before the Senate Judiciary's Subcommittee on Patents, Copyrights and Trademarks, April 4. No. 90-13.

AFL-CIO Vice President William H. Bywater, on the **annuity purchases by Magnetek Corporation** from Executive Life Insurance Company of California, before the Senate Finance Committee, April 5. No. 90-14.

Study: U.S. faces crucial choice on job training

By Candice Johnson

The United States must overhaul its education and training policies if it is to halt the continuing slide in skills, wages and productivity, concludes a study by the Commission on the Skills of the American Workforce, a bipartisan panel of government, labor, business, education and civil rights leaders.

"America's Choice: High Skills or Low Wages!" compared American education and training policies with those of six other nations — Japan, Germany, Sweden, Denmark, Ireland and Singapore. These nations all were found to be better prepared than the United States for the future of work.

Eight months of research and interviews with workers and managers resulted in five recommendations to better train Americans for the high-skilled jobs needed for U.S. competitiveness and a growth economy.

The commission's recommendations:

- Set a national educational performance standard for all students, to be met by age 16.
- Ensure that virtually all students achieve this standard through state and federal assistance.
- Create a comprehensive system of technical and professional educational certificates and associate degrees for the majority of the nation's students and adults who do not pursue a college degree.
- Give employers incentives and assistance to invest in education and training of their workforce and require businesses to spend at least 1 percent of their payrolls on training.
- Establish a state-federal network of employment and training boards to oversee the new high performance education and training system.

"Either America will do whatever is necessary to create high performance work organizations and the high skill levels needed to sustain them or else the country will continue to slide toward low skills and the low pay that goes with them," the report warned.

The proposals are necessary because the nation's current scattershot approach to job training and the "school-to-work transition" has created "an incoherent, haphazard, bureaucratic system that is completely unmanageable for those who try to use it," it said.

Since 1973, the nation has experienced a steep decline in productivity, the report said, with an accompanying drop in real wages and living standards for millions. The earnings of the top 30 percent are up dramatically, while the bottom 70 percent have declined.

As workforce growth slows dramatically in the 1990s — and if productivity does not improve — the income split between the top 30 percent and the bottom 70 percent will widen further, the study warned.

To increase productivity, the nation cannot rely solely on improved machinery, "because low-wage countries can now afford the same machines and can still sell their products more cheaply than we can," it said.

Rather, a "third industrial revolution," fueled by technological and communications advances, as well as universal, effective education, is the key to productivity growth, the study said.

America's workplaces, schools and training facilities must be restructured to reflect this turn to high performance work organizations, in which workers are required to "use judgment and make decisions rather than follow, by rote, cumbersome procedures spelled out in detail," the study said.

Simply introducing new technology, without developing workers' critical decision-making skills, can lead to the "deskilling" of jobs, it pointed out.

"More than 70 percent of the present jobs in America will not require a college education by the year 2000," the study pointed out. "These jobs form the backbone of our economy, and the productivity of workers in these jobs will make or break our economy in the future," it stressed.

American business now spends little on training its non-college educated workforce, reaching about 7 percent of front-line workers, the report noted. And more than 90 percent of American employers believe that a high school diploma signifies little about education or skill achievements, the study added.

"Unfortunately, the employers' perception is on the mark because we have failed to forge a relationship between how well a student does in school and what kind of job he or she can get," said commission co-chair and former Labor Secretary Ray Marshall said.

> ***"We have failed to forge a relationship between how well a student does in school and what kind of job he or she can get."***
>
> **—Ray Marshall**
>
> *Commission co-chair and former Labor Secretary*

While the United States "talks a lot about skilled people being our most important economic resource, from the way we educate our people, from the way American companies organize work, it is clear we are only paying lip-service to improving skills and productivity," said William Brock, also a former labor secretary and commission co-chair.

The commission report identified policies that all the countries — with the exception of the United States — followed in order to bolster worker education and training. These included:

- Insisting that all students reach a high educational standard.
- Providing workers with profession-level education to better prepare them for trades.
- Providing government support for company-based training, and recognizing the importance of achieving high-productivity work and a high-wage economy.

If U.S. employers continue to rely on "outmoded styles of work in which unskilled workers perform simple tasks by rote," the nation will surely continue to slide in wages, productivity and living standards, the study concluded.

Commenting on the report, Labor Secretary Elizabeth Dole said the proposals were "innovative and far-reaching" but did not endorse the conclusions.

The commission was chaired by business consultant Ira Magaziner. Labor members included UAW President Owen Bieber; Sheet Metal Workers President Edward Carlough; AFL-CIO Industrial Union Department President Howard Samuel, AFSCME Secretary-Treasurer William Lucy, and executive director Karen Nussbaum of 9to5, the National Association of Working Women.

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The Executive Council accepts the recommendation of its Committee on Reproductive Issues, leaving the question to the individual judgment of union members.

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AUGUST 6, 1990

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AFL-CIO NEWS

VOLUME 35, NUMBER 17 AUGUST 20, 1990

LABOR DAY

The focus this Labor Day is on the need for health care reform, as the AFL-CIO launches a nationwide campaign through public hearings, television ads and a half-hour cable documentary. **(See story, Page 1).** AFL-CIO President Lane Kirkland and Secretary-Treasurer Thomas R. Donahue vow that the federation will be steadfast in its fight for the rights of workers, wherever they may be threatened. **(See messages, Page 3).**

Ray Crowell/Page One Photography

Twenty-year UAW member Pamela Richards attaches a 'Union Yes' bumper sticker to a new UAW-made Dodge Dakota pickup after receiving the keys from AFL-CIO President Lane Kirkland. Union Label Secretary-Treasurer Richard Perry and federation staff members smile their approval.

She's a winner saying 'Union Yes!'

By John R. Oravec

Pamela Richards is union and the cars she drives are strictly union-made.

Richards, a UAW member for 20 years, underlined that point when she refused to accept a nonunion Honda Accord that she had won on an Ohio television game show.

"I don't want that Honda. I'm union," said Richards, who works for Chrysler Corp.'s Toledo Precision Machining plant.

Instead of the $17,600 Honda, she settled for a $1,000 prize from the Cash Explosion Double Play show, sponsored by the Ohio Lottery Commission.

That was until AFL-CIO President Lane Kirkland presented her with the vehicle of her choice — a Dodge Dakota pickup truck — on behalf of federation's affiliated unions.

TV viewers never heard her pro-union remarks. They were censored by the show's producers. But the Ohio state lottery later apologized.

"I don't think they should be bleeped," Richards said. "I didn't slam the Honda product. I want a union-made car. That is what I make."

"That strong statement deserves to be heard," Kirkland said, "because Mrs. Richards expresses the sentiments of millions of American workers about the products of anti-union employers.

"As a union member she knows all about Honda's conduct in trying to keep a 'union-free environment' at its Marysville, Ohio, plant," Kirkland noted. "Foreign employers who won't behave that way with unions in their own country feel free to take advantage of U.S. labor law and practice 'union prevention' in their U.S. operations."

Richards, who is married and has two daughters, cited the value of being union in an interview with a Toledo Blade labor writer.

"The union has given me a lot of things," she said. "When I started out at Chrysler, they built up my benefits and the wages that we have. If they worked that hard for me, than I can buy a car that we build."

Richards also got her message across forcefully in television interviews with "CBS This Morning" and "A Current Affair," and on National Public Radio.

In response to Kirkland's offer of a vehicle of her choice, she chose the Dodge Dakota pickup because of the quality of "...my husband's old Dodge Ram in my driveway with 100,000 miles on it."

Health care crisis takes human toll

AFL-CIO blitz stresses urgency

By Candice Johnson

Edwin Henderson learned the hard way how inadequate his health insurance coverage was — even after 35 years at the same company.

Several debilitating strokes suffered by his wife Grace and his own asthma, which forced him to leave his railroad job, left Grace in a nursing home and him thousands of dollars in debt.

His story is not unlike that of Frances Harvey, a data processor in Milwaukee, who can't afford the $250-a-month premium for a family medical plan, the only coverage her small-business employer could offer.

These and other Americans suffering the consequences of the lack of affordable, accessible and adequate health care are featured in "Health Care: Critical Condition," a 30-minute documentary to be broadcast on Financial News Network on Labor Day, and again on Sept. 8 and 9.

The "America Works" series special, produced by the Labor Institute of Public Affairs, examines the nation's faltering health care system through interviews with workers, employers, members of Congress, care providers and labor leaders, building a dramatic case for reform.

In interviews and video clips, the program reinforces the AFL-CIO's call for government, business, labor, insurers, providers and other parties to work together to achieve a health care system that is open to all Americans.

The AFL-CIO health care campaign is being dramatized further with two new LIPA-produced "Union Yes" commercials, which premiere on major television networks beginning Sept. 24.

Continued on Page 8

Key organizing gains boost prospects for '90s growth

By Gene Zack

AFL-CIO affiliates kicked off the 1990s with "a number of aggressive and successful organizing programs," continuing the upward trend in both the public and private sectors that has marked the post-Reagan era, the Executive Council was told at its midsummer meeting in Chicago.

The organizing report, presented by Vice President John J. Sweeney, president of the Service Employees and chairman of the Standing Committee on Organizing, pointed to National Labor Relations Board statistics confirming growth in three critical areas — more elections, larger units and a higher rate of victory.

A major share of the gains, Sweeney said, has occurred in the growing segments of the workforce — among women, minorities and immigrants.

At a press conference during the council session, AFL-CIO President Lane Kirkland emphasized that the federation's membership is now "at our highest level in history." Acknowledging "dramatic shifts" in the composition of the workforce, Kirkland said affiliates are making "considerable strides" in organizing workers in the mushrooming service area.

Noting across-the-board organizing gains, the report highlighted these victories:

- The Ladies' Garment Workers' "Campaign for Justice" reached 2,500 workers, most of them minority and immigrant women, at 24 Brooklyn, N.Y., factories.
- The Teamsters won 17 new units in the state of Maine alone, in addition to scores of other victories around the country.
- The Mine Workers racked up victories in nine out of 10 elections held thus far this year.
- The SEIU's "Justice for Janitors" campaign won union recognition for more than 2,000 International Service Systems employees in Los Angeles, despite heavy-handed police tactics in which a number of unionists were injured.
- In the South, once the bastion of

Continued on Page 8

Teamsters ratify agreement with UPS covering 146,000

Teamsters at United Parcel Service ratified a new three-year agreement that provides a $1.50 hourly raise over the contract term plus lump-sum bonuses.

The agreement, which covers about 146,000 full- and part-time workers, was approved in a mail ballot by a 65,463 to 53,091 vote.

IBT President William J. McCarthy said the settlement reflected the "final word" of the membership, which approved the pact "in a particularly large vote return."

But McCarthy expressed disappointment that "the company went to unprecedented lengths to persuade the workers" to accept its offer. "In the final outcome, I believe that many of the company's employees were frightened by management's ability to use permanent replacement workers, or scabs, in the possible event of a strike," he said.

The pact was approved despite a recommendation by the union negotiating committee that it be rejected.

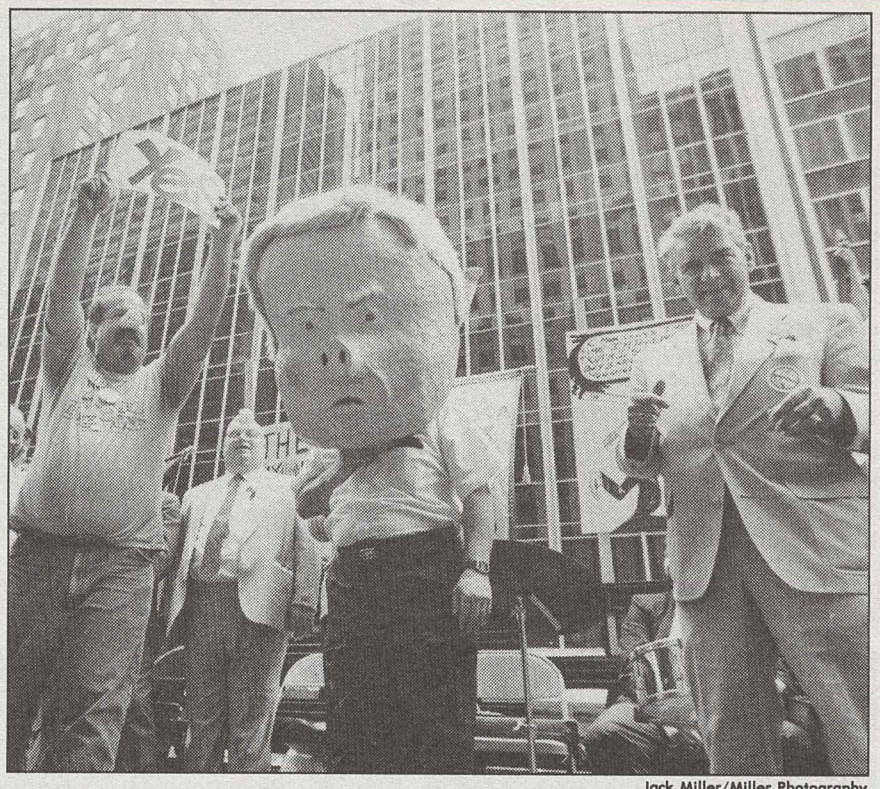
Over the contract term, average hourly wages for full-time drivers will rise to $17.60, while air express drivers will earn $12.50 and part-time preloaders and sorters will earn $10. Full-time workers will receive a $1,000 signing bonus and part-time workers will receive $500.

The contract provides for a cost-of-living adjustment in the second and third years of up to 20 cents an hour. Other improvements include increased company contributions for health and pension benefits and a sixth week of vacation after 25 years.

The agreement also establishes labor-management committees to address safety, health and equipment concerns and to make recommendations in the handling of hazardous materials.

The previous contract expired July 31, but under the direction of the Federal Mediation and Conciliation Service, both sides agreed to continue negotiations without a work stoppage until a settlement could be reached.

UPS delivers about 11 million packages a day.



Jack Miller/Miller Photography

Ten newspaper unions at the New York Daily News kick off the first in a series of "Hog(e) Day" rallies to point up their continuing bargaining dispute with publisher James Hoge. The New York Allied Printing Trades Council has accused Hoge of concocting a scheme to eliminate the paper's unionized workers, whose contracts expired March 30.

Lorenzo bails out as Eastern twists in the wind

By John R. Oravec

Eastern Airlines unions are welcoming, with some reservations, the impending departure of union-buster Frank Lorenzo, whose reckless labor relations methods threw the airline into a dismal tailspin.

Lorenzo is bailing out as chairman of Continental Airline Holdings Inc. — Eastern's parent company — on a $30-million golden parachute.

That's the price Scandinavian Airlines System (SAS) is willing to plunk down for Lorenzo's stake, which is more than three times the market value of the stock.

Vice President John Peterpaul of the Machinists, whose members have been on strike against Eastern since March 1989, said the price tag of the SAS deal tends to "dampen our elation at seeing Lorenzo finally leaving the industry. He is the epitome of what is wrong with corporate America today. Our condolences to whatever industry he stalks next."

The Air Line Pilots reiterated their charge that Lorenzo is unfit to run an airline.

"His inability to sustain Eastern Airlines and Continental Airlines as viable, profitable operations in the midst of the biggest airline boom in history proves the point," ALPA said. "The industry and the traveling public will be better served and safer with him gone."

Mary Jane Barry, president of Transport Workers Local 553, described Lorenzo's pullout as "A great day for workers everywhere. We hope it's permanent."

While Lorenzo agreed to step down as CEO of Continental and not work in the industry for seven years under the SAS deal, he reportedly still will hold a seat on the board of directors.

Earlier this year, Bankruptcy Court Judge Burton R. Lifland transferred control of Eastern from Lorenzo's management crew to a trustee, Martin Shugrue. On Aug. 14 Lifland ruled that Shugrue could impose temporary pay and benefit cuts on the pilots.

Before Lifland's "emergency relief" ruling, ALPA was weighing a possible strike, which is its option following a National Mediation Board declaration last month that negotiations at an impasse, and the end of a 30-day cooling off period, which expired on Aug. 10.

ALPA said the union's Eastern Master Executive Council is assessing the impact of Lifland's ruling and what actions the pilots will pursue.

ATU pushes Greyhound buyout; Senate calls for talks

By Candice Johnson

As the strike by 9,300 Greyhound Lines Inc. drivers and clerks moves into its sixth month, the Amalgamated Transit Union has opened negotiations with a New York investment firm over a possible buyout of the bus line.

The firm, Blackstone Group, recognizes that Greyhound "can only do business if it settles with the union," said ATU general counsel Earle Putnam, adding that the firm's negotiators are "ready to do that."

ATU would not contribute to the buyout, nor would the union have a role in company operations, the union said. The union's contribution to the buyout could include an employee-stock ownership plan and settlement of outstanding unfair labor practice charges against Greyhound if striking workers were reinstated, ATU said.

Before leaving for the August recess, the Senate, by unanimous consent, passed a resolution calling on Greyhound and ATU to resume negotiations under the direction of the National Mediation and Conciliation Service. There have been no talks between the parties since early June.

The Senate measure, with 42 co-sponsors, is similar to a bill approved unanimously by the House Education and Labor committee, which is still pending in the House.

In a separate action, Sen. James Jeffords (R-Vt.) and a group of 11 House Republicans are calling for quick action on a complaint by the National Labor Relations Board general counsel that Greyhound committed unfair labor practices, including failure to bargain in good faith and giving seniority to replacement workers over strikers.

The legislators are acting at the request of the ATU, which has pointed out that unless the board expedites its hearings and decisions, "there won't be a company to return to."

If the unfair labor practice charges are upheld, Greyhound could be liable for back pay awards of as much as $10 million a month. An NLRB hearing is set for mid-September and the bus line said it will appeal any adverse findings in the courts.

Greyhound has until Oct. 4 to submit its reorganization plans, but ATU said it may petition the bankruptcy court to allow it to present an offer earlier. The ATU's effort is being led by investment advisor Brian Freeman, who has guided the pending union buyout of United Air Lines.

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Labor Day: A time to assert workers' rights

By Lane Kirkland
AFL-CIO President

The labor movement enters the 1990s fully invigorated and determined to tackle the painful consequences of a decade marked by excess, avarice and illusion.

The Reagan legacy of rampant deregulation, speculation and social neglect is exacting its cost in all walks of life. From the soaring rise in poverty and homelessness to the proliferation of scandals that plague our government agencies and financial institutions — each shocking revelation is further evidence that America has been sold out by an army of corporate raiders, fixers and other parasites whose activities have wrecked our productive capacity and left us awash in debt.

Through it all, we resisted the notion that America's future could be secured by throwing money and license at the rich and powerful, and we warned that working people would eventually have to pay for this orgy of greed and self-indulgence. Today, that bill is coming due in the form of soaring budget deficits, a looming national recession and the prospect of higher unemployment — repercussions that will hit hardest at wage earners and the indigent while the authors of these follies count their millions.

That is why the trade union movement will continue to assert itself as a means for working men and women to address the issues and challenges that confront their families and communities.

Along the way, we can expect more in the way of duplicity and deceit from the erstwhile cheerleaders of the Reagan era, like those who doubled the national debt in ten years and now lead the hue and cry for a balanced budget amendment to the Constitution, or the sunshine patriots who wrap themselves in Old Glory while their flag-burning corporate allies trample American values in a global expedition for the cheapest and most oppressed labor.

And let's not forget the self-proclaimed guardians of "family values" who killed the family and medical leave legislation and who uphold the rights of scab-herding employers to "permanently replace" workers when they strike to protect their families.

The right to collective action and to withhold one's labor is paramount among the freedoms that inspired the recent wave of democratic revolutions in Eastern and Central Europe and throughout the world. Those who praise the accomplishments of Walesa and Havel must also recognize that this right is necessary under any political and economic system, including our own.

In the coming months, the labor movement will petition the Congress to close the loophole in the law that has allowed corporate renegades like Eastern Air Lines and Greyhound to fire strikers by permanently replacing them. In doing so, we would restore a collective bargaining system based on justice and fair play that is so essential to maintaining America's high standard of living.

In addition, we will work with those who share our interests in crafting a solution to America's health care crisis, which threatens to bankrupt millions of our fellow citizens and has left a third of the country without adequate medical coverage.

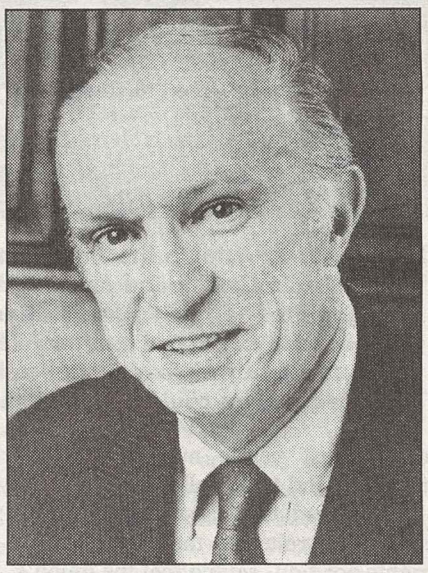
We will insist that any solutions to the soaring federal budget deficit do not unfairly burden working and low income Americans.

And we will continue our efforts to strengthen labor's internal cohesion and solidarity so that trade unionists everywhere have in their movement an instrument through which they can help one another secure justice and dignity at the workplace and throughout society.

This essential purpose of free trade unionism has been manifest in the stirring and historic events that have taken place during the past year in nearly every corner of the planet. With help from the AFL-CIO, workers' movements provided the inspiration and the means for a wave of democracy that swept through Poland, Czechoslovakia and Hungary, toppled the Berlin Wall and the Pinochet regime, and now washes at the gates of Moscow, Beijing and Pretoria.

Here in America and throughout the world, the trade union movement is firmly committed to its historic mission of asserting the right of plain people to a voice in their own destiny. We persist in our struggle with full confidence that it will lead to a more peaceful world and a better life for all who work with their hands and their brains.

. . .and time to drive home need for health care reform



By Thomas R. Donahue
AFL-CIO Secretary-Treasurer

One concern dominates the workplace issues for this first Labor Day of the 1990s — health care. Problems with the cost, the quality and the access to U.S. health care make it issue No. 1 with America's working families.

We think the time is now for health care reform and overwhelming majorities of the American people agree with us. The Los Angeles Times found recently that 82 percent of Americans think the government should become more involved in health care and 72 percent said they would pay higher taxes to have a coordinated, rational health care system.

Some national leaders, including employers, are beginning to agree on the basics of what a health care reform plan should contain. Employers who provide health benefits on the job have caught on that they are paying the tab for their fellow employers who don't provide such benefits. That gives the non-providers an unfair competitive advantage. Additionally, U.S. products are made more expensive abroad when exorbitant health care costs are factored in.

Our familiarity with the problem, and consequently our grave concern, flows from collective bargaining, where workers and their unions have been forced to wage an almost constant battle against increased costs or decreased benefits or both.

The cost of health care has strained all recent negotiations — most notably at Pittston Coal and the Bell Telephone operating companies last year — and will be a major factor again this year in bargaining for auto and postal workers.

Clearly, health care must be moved to the arena of public policy, because it has laid upon collective bargaining a burden it cannot safely bear.

The crisis is national in scope:

- In 1965, health care consumed about 5 percent of the our gross national product; today it consumes more than 11 percent.
- In 1965, business spending for health care equaled about 9 percent of corporate operating profits; in 1987 it equaled 47 percent.
- The average U.S. citizen spends the most money for health care, $2,051 a year, of all the industrialized western nations. The drop is all the way to $1,483 to reach second place.

We trade unionists are determined on Labor Day 1990 that the dark days of the 1980s are behind us and working people will do better in the 1990s. One of the ways to bring our lives back in balance and make our futures brighter is to achieve health care reform.

Labor to renew fight with Bush on legislative agenda

By Mike Hall

The textile import bill, one of the first items on the House agenda when it returns from its August recess, typifies the fate of labor-backed legislation in the first eight months of the second session of the 101st Congress.

The textile bill (H.R. 4496), which would set import growth limits on textiles, apparel and shoes and protect tens of thousands of American jobs, is expected to win easily in the House, as it did earlier in the Senate. But the White House has indicated that a veto fight may be in the offing.

Such has been the fate of many pieces of labor-backed legislation. President Bush already has vetoed legislation that would have provided up to 12 weeks unpaid leave for parental and family needs, and a bill to reform the Hatch Act, which would have enabled federal and postal workers to participate in political activities. And the veto threat hangs over other key legislation passed by Congress:

CIVIL RIGHTS — The Civil Rights Act of 1990, passed in both the House and Senate over Bush administration objections, will go to conference to iron out differences between the two bills. The legislation restores several provisions of the landmark 1964 Civil Rights Act overturned by recent Supreme Court rulings that weakened job discrimination protections for minorities and women.

CHILD CARE — A House and Senate conference committee currently is working to resolve differences in two child care bills, both of which would provide federal funds and set standards for child care facilities. The White House opposed both versions of the bills.

CLEAN AIR — Also in conference are bills that would strengthen regulations on acid rain, auto emissions and toxic and other pollutants. The House bill contains a provisions that would extend unemployment and retraining benefits for workers who are displaced because of the legislation. A similar amendment was defeated in the Senate after the administration voiced its opposition.

HOUSING — Approved by both chambers of Congress, housing legislation now in conference would authorize increased spending for federal housing programs. The White House has objected to several provisions of the bills.

"It's certainly frustrating," said AFL-CIO Legislative Director Robert M. McGlotten, "but it also shows the president is out of step with the majority of Congress and a substantial portion of his own party on these issues."

The AFL-CIO and President Bush were able to find common ground in only one area — on legislation granting civil rights protections to Americans with disabilities. The new law, signed July 26, extends equal opportunities to disabled Americans in employment, transportation, public accommodations and communications.

Along with the conferences in progress, Congress is set to act on several pieces of AFL-CIO-backed legislation before adjourning in October.

Committee action on a new construction safety bill could occur in September. The bills (S. 930 and H.R. 4652) would establish an Office of Construction Safety within OSHA and set more stringent safety standards at construction sites.

Other unfinished business on the congressional agenda includes:

ECONOMIC CONVERSION — H.R. 3999 would authorize federal funding to help public and private-sector workers.

STRIKEBREAKERS — S. 2112 and H.R. 3936 would ban the use of permanent replacements during economic strikes.

FISH INSPECTION — S. 1245 would set mandatory inspection standards at fish processing plants and whistleblower protections for employees who report violations of the law.

'Frank must go,' APWU convention delegates roar

Las Vegas

More than 4,000 delegates to the Postal Workers 10th biennial convention roared approval of a resolution calling for the resignation of Postmaster General Anthony Frank, a longtime advocate of privatizing the U.S. Postal Service.

The action came after APWU President Moe Biller assailed Frank as the "No. 1 union-busting tycoon in America," and charged him with trying to "sell off the USPS one piece at a time" by turning over huge chunks of the nation's mail service to profit-making corporations.

Chants of "Frank must go" rang through the convention hall as Biller declared in his keynote address that the Postmaster General had "outlived his usefulness . . . he should resign immediately."

The APWU president recalled the union's success in beating back Frank's 1989 attempt to cut a deal with Sears Roebuck to operate satellite postal facilities in their retail stores. Now, Biller said, the Postal Service is trying to contract out 12,000 bar-coding jobs to the private sector.

Biller put Frank on notice that the union "is going to fight your privatization schemes with the same determination that forced Sears to back down last year," and pledged that the battle would be joined "in arbitration, on Capitol Hill and in the media — whatever it takes, for as long as it takes."

Rep. William D. Ford (D-Mich.), chairman of the House Post Office and Civil Service Committee, reminded delegates that the House had "clobbered" President Bush on his veto of Hatch Act reform. The bill would have become law if two Senators hadn't "buckled," Ford said, reneging on pledges to vote against the White House.

An AFL-CIO Executive Council statement noted that Sens. Trent Lott (R-Miss.) and Alfonse D'Amato (R-N.Y.) voted with Bush after "pledging their support to the override effort."

The convention approved a constitutional amendment paring the size of the executive board by eliminating the position of mail handler director, and voted to streamline the process for electing national officers.

In other actions, the delegates:

- Approved contract negotiation goals to improve hours and working conditions, provide increased job security, ensure better protection against the use of "casuals," and include cost-of-living allowances.
- Adopted resolutions supporting continued economic sanctions against South Africa until its apartheid system is dismantled, pledging to assist newly emerging free trade unions in Eastern Europe, and condemning Bush administration policies granting special trade status to China.
- Contributed a convention record $80,000 to the union's Committee on Political Action.

Biller and Secretary-Treasurer Douglas Holbrook received awards from the Juvenile Diabetes Foundation for the APWU's fund-raising efforts. Some 40,000 postal workers participated in walkathons this year to help raise money for diabetes research.

Among convention speakers were former California Gov. Edmund G. Brown, and Reps. William Clay (D-Mo.), Gary Ackerman (D-N.Y.), John Conyers (D-Mich.), Frank McCloskey (D-Ind.), Charles Hayes (D-Ill.), Benjamin Gilman (R-N.Y.) and Frank Horton (R-N.Y.).

Fire Fighters stress safety, bargaining, political action

St. Louis

Collective bargaining rights, political action and on-the-job health and safety dominated the agenda at the Fire Fighters 44th convention.

President Alfred K. Whitehead stressed the union's commitment to passage of the Hazardous Materials Transportation bill pending in Congress, and took aim at industry and government officials who oppose the measure.

He was particularly critical of the American Trucking Association, the Chemical Manufacturers Association, the Department of Transportation and the National Volunteer Fire Council for speaking out against the legislation.

"If those pompous executives would get off their butts, take a look at the real world and see what is happening to us, maybe they would understand why we are fighting so hard for this legislation," Whitehead said.

In a historic moment, St. Louis Mayor Vincent Schoemehl Jr. (D) brought 1,600 cheering delegates and alternates to their feet as he stood at the convention podium and signed a memorandum of understanding with the IAFF, which has the effect of a city collective bargaining agreement.

Missouri has no collective bargaining law for public employees, and Gov. John Ashcroft (R) recently vetoed a measure giving such rights to fire fighters.

The executive order Schoemehl ratified at the convention was worked out with IAFF Local 73. It covers minimum staffing levels and prohibits contracting out of fire prevention, suppression and dispatch services.

AFL-CIO Secretary-Treasurer Thomas R. Donahue zeroed in on the bargaining issue, pledging that the federation will continue to fight for "full collective bargaining rights for fire fighters and all public employees in those 25 states that still deny you those rights."

Donahue saluted the IAFF for charting a more active course, particularly in the legislative and political areas. Creation of the union's political action committee, FIREPAC, "helps in the political battles and makes this union a major player in the political struggles," he said.

Delegates representing 180,000 firefighters in the United States and Canada approved a plan for voluntary union dues checkoff for FIREPAC, after hearing a challenge from Whitehead to double last year's number of contributors and total dollars.

George A. Burke/Fire Fighters

Some 1,000 delegates to the Fire Fighters convention converge on a bus at the St. Louis Greyhound station in a show of solidarity with striking Amalgamated Transit Union members. The demonstration forced Greyhound to shut down operations for an hour. Police officers, summoned to the scene, turned over a police microphone to IAFF President Alfred Whitehead so he could speak to the crowd.

Whitehead used his state of the union speech to reiterate the IAFF's civil rights position, saying that the union's stand "has been widely misunderstood and, in some cases, misrepresented."

He emphasized that the union will not shirk its responsibility to promote equal opportunity, but that it would not be party to the "lessening of valid requirements for professional fire fighters."

Whitehead added, "We will fight efforts to dehumanize minority fire fighters by treating them as mere statistics, and we will work instead to promote true equal opportunity for all."

Delegates voted to increase Whitehead's salary to $112,000 from $80,000 over the next two years, and to raise the pay for Secretary-Treasurer Vincent J. Bollon to $103,000 from $76,000. It marked the first increase in the salaries of the union's top officers in 10 years.

Among convention speakers were Rep. Richard Gephardt (D-Mo.), Rep. William Clay (D-Mo.) and Robert W. Grant, president of the National Fire Protection Association.

NATCA 'walks for safety,' protesting controller shortage

By Arlee C. Green

Members of the Air Traffic Controllers conducted a "walk for safety" outside the Washington regional air traffic control center in Leesburg, Va., to call attention to the severe shortage of qualified controllers.

The NATCA members were joined on the informational picket line by members of the Air Line Pilots and the Flight Attendants, underscoring concerns that the shortage has critical implications for aviation safety. The Washington center covers more than 200,000 square miles of airspace in seven states and handled 2.5 million aircraft flights last year.

Paul Williams, president of the NATCA local representing Washington Center controllers, stressed that "the air traffic control system is being pushed to the red line. Since 1981, air traffic at the Washington Center has increased 70 percent" while the number of full performance level (FPL) controllers has dropped by 30 percent.

Denouncing the current staffing situation, Williams said, "We are courting disaster." He noted that the Federal Aviation Administration employs only 255 FPL controllers at the Washington Center, even though it has authorized 440 positions. At the time of the controllers' strike in 1981, the center had 351 FPLs.

Of the current staff, 109 are eligible to retire by 1993 and "there are no replacements in sight," Williams said. Overtime has been cut by 50 percent, forcing the controllers to operate with one-person sectors 54 percent of the time, compared to the safer, traditional three-person sectors. Ninety-six percent of all operational errors occur in one- and two-person sectors, Williams said.

Further, the FAA has been unable to staff the midnight shift with the minimum three controllers in contradiction of its own orders, he said.

NATCA Executive Vice President Ray L. Spickler, who participated in the "walk for safety," said the problems encountered at the Washington Center are not unique.

"The entire air traffic control system is still 3,000 full performance level controllers short of where it should be," Spickler said. "The FAA's training program is in a shambles and almost half the work force is eligible to retire by 1995."

Spickler called for the Bush administration to allow the experienced air traffic controllers fired by President Reagan in 1981 to reapply for new positions in the FAA. Reagan's adamant stance against rehiring those workers is being continued by the Bush administration, he said.

"Let's put the past behind us and start solving today's problems," Spickler urged.

UAW walkout ends as GM OKs changes

Flint, Mich.

The UAW won a job security guarantee as well as assurances from General Motors Corp. that it will correct problems at GM's parts plant here after a six-day strike by some 3,000 production workers.

Members of UAW Local 659 overwhelmingly ratified the agreement to resolve the long-festering local issues that fumed over into a walkout on Aug. 8. The vote was 1,322 to 106.

Local UAW representatives had tried for more than a year to resolve the disputes with managers of GM's A.C. Rochester Division plant, which produces essential auto and truck parts for other GM plants in several states. The UAW gave GM a five-day letter of intention to strike on Aug. 1.

In addition to job security concerns, the local issues that triggered the walkout included unsafe working conditions, health hazards, production line speedups and contracting-out work to nonunion companies.

GM had to shut down several assembly plants in Michigan, Ohio and Louisiana because of a parts shortage resulting from the Flint walkout. More plant shutdowns were expected if the strike continued.

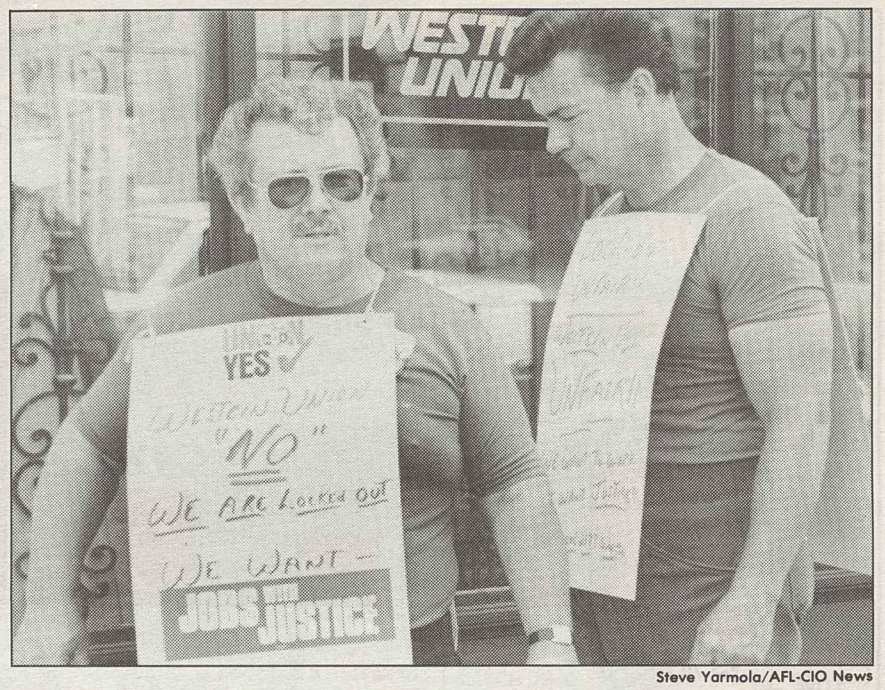
Industry analysts said that the strike and resulting shutdowns frustrated GM's effort to build an inventory cushion as union and management negotiators are bargaining on a new national agreement. Current UAW national contracts with GM, Ford Motor Co. and Chrysler Corp. expire Sept. 14.

The union's key priority for the new agreement with the Big Three automakers is for a "true job security" guarantee.

UAW members at GM have been upset by the company's defaulting on earlier job security provisions. In the past three years, GM closed several plants even after promising there would be no further closings.

Workers at GM's parts-making plants have been periodically hit by layoffs and shutdowns in recent years. Workers also were stunned by GM executives awarding themselves extravagant pay and benefits increases.

The job security grievance at the Rochester Division plant stemmed from the company's announcement six months ago that it planned to eliminate 600 more jobs.



Steve Yarmola/AFL-CIO News

Members of Communications Workers Local 2177 picket the Western Union office in Washington to protest the company's lockout of 2,500 employees in a contract dispute, and the hiring of replacement workers. Later, the two sides agreed on a new two-year contract, ending the lockout.

Union buyout bid extended

Chicago

A union group seeking to buy out United Airlines for $4.4 billion won a 60-day extension on the deadline to arrange financing after a vote by the UAL Corp. board of directors.

The United Employee Acquisition Corp. appeared to be on track to meet the Aug. 9 deadline when three of the five banks pulled out, at least temporarily, on an arrangement to help finance the deal.

While the UAL board extended the deadline to Oct. 9, it reserved the right to terminate at any time the acquisition agreement signed in April.

The three unions involved in the buyout effort are the Machinists, Air Line Pilosts and Flight Attendants, which represent 44,000 UAL employees. Recently, 26,000 nonunion UAL employees also agreed to concessions to help finance the buyout.

BCT gears up for changing technology

Toronto

Underscoring their commitment to a goal of "meeting tomorrow's challenges today," delegates to the 33rd constitutional convention of the Bakery, Confectionery and Tobacco Workers laid the groundwork for dealing with technological changes in their industry.

The convention endorsed the concept of strategic planning to assure union participation at all levels in technology decision-making, recommended local union development of orientation programs, urged action to assure participation by younger members in union affairs, and mandated that new local officers attend a one-week BCT-sponsored education conference during their first year in office.

To support these programs, as well as to stabilize the union's finances, the 512 delegates also voted to increase per capita payments by $1 — to $6.75 — effective Jan. 1, 1991, and empowered the executive board to increase the per capita to $7.75, if necessary, but not before Jan. 1, 1993.

In his keynote address, President John DeConcini reported that although 8,000 new members had been organized by the BCT since the 1986 convention, those gains had been wiped out by job losses elsewhere in the industry.

Noting that the per capita tax had remained unchanged since the 1982 convention, DeConcini said this had taken its toll on the union's financial situation.

Marianne Keffer Zweig/Page One Photography

With John DeConcini (center), president of the Bakery, Confectionery and Tobacco Workers, are Graydon E. Tetrick (left), elected secretary-treasurer to replace Rene Rondou (right), who retired.

AFL-CIO President Lane Kirkland said the union's decision to hold its convention in Canada underscored "a fundamental vision" of the trade union movement — "an international community of working people joining in fellowship to promote and defend their common interests....The universal word for that is solidarity."

In other actions, delegates:

- Adopted constitutional changes to increase the minimum dues rates for local unions — currently not less than $12 — to a minimum of $16 a month, effective Jan. 1, 1991. And if the executive board increases the per capita to $7.75, local union dues will automatically rise $2 more a month.
- Voted to increase strike benefits from $49 per week to $63, effective Jan. 1, 1991.

The union's international officers were all elected by acclamation. DeConcini was re-elected to his fourth full term as president. Graydon E. Tetrick was elected to his first term as secretary-treasurer, succeeding Rene Rondou, who had held that post since 1978. Rondou, who was president of the Tobacco Workers prior to merger, did not seek re-election. D. Joe Masterson was elected executive vice president, filling the post previously held by Tetrick.

UFCW summit targets transnationals

An international summit that brought together the leaders of commercial workers' unions from 20 countries on six continents concluded with an agreement to globalize labor organizing strategies.

The Global Summit of Commercial Workers' Unions was sponsored by the Food and Commercial Workers and the Federation of Commercial, Clerical, Professional and Technical Employees (known by its French acronym, FIET).

"This summit has set in motion a process that will lead to unions from several countries engaging in joint action in dealing with their common transnational employers," said UFCW President William H. Wynn.

The Washington summit was attended by commercial workers' union leaders from Argentina, Australia, Austria, Belgium, Canada, Denmark, France, Italy, Japan, Kenya, Malaysia, Netherlands, Poland, Singapore, South Africa, Sweden, United Kingdom, the United States, West Germany and Zimbabwe.

Philip J. Jennings, acting general secretary of Fiet, said of the summit results, "from this point forward, transnational corporations will have to deal with a labor movement strengthened by its cooperation across international borders."

FIET, based in Geneva, is the international federation of commercial workers' unions. Affiliates include the Food and Commercial Workers and the Retail, Wholesale and Department Store Union in the United States and Canada, and more than 300 other unions in over 100 nations.

The subject of Eastern Europe was emphasized in summit discussions, since transnational corporations are starting to move into countries with emerging democracies, such as Poland, Czechoslovakia and Hungary. A representative of the Polish union Solidarity, Andrzej Opilowski, participated in the summit.

In their joint statement, FIET and the UFCW proposed: development of a database giving precise information on companies, including their union strength; worldwide corporate campaigns to organize and establish collective agreements, and a global campaign to obtain more rights for workers in corporate takeovers.

Conference to address OSHA reform agenda

The AFL-CIO National Conference on Occupational Safety and Health, to be held Nov. 12-14 in Milwaukee, will focus on labor's agenda for improving the Occupational Safety and Health Act.

The event, to be held at the Marc Plaza Hotel, will feature workshops linked to employment sectors and to health and safety issues.

Scheduled to address the conference are: OSHA Administrator Gerard Scannell; AFL-CIO Secretary-Treasurer Thomas R. Donahue; Vic Thorpe, deputy general secretary of the International Chemical, Energy and General Workers Federation; and Steelworkers President Lynn R. Williams, chairman of the AFL-CIO Standing Committee on Safety and Occupational Health.

For more information about the conference or copies of the conference brochure, contact the AFL-CIO Department of Occupational Safety and Health at 202/637-5366.

5.5% jobless rate highest in two years

By John R. Oravec

The slowing economy took a toll in jobs as the nation's unemployment rate surged from 5.2 percent in June to 5.5 percent in July, the highest level in nearly two years. The 0.3-percent jump in joblessness is the sharpest since February 1986.

The Bureau of Labor Statistics reported that its household survey showed civilian employment fell by 440,000 last month, and the number of jobless persons rose by 370,000 to a seasonally adjusted level of 6.8 million.

In addition, 4.7 million people were involuntarily working part-time and 900,000 discouraged workers had stopped looking for jobs because they believed they could find none. That made a total of 12.4 million persons affected by total or partial unemployment in July.

Higher-paying jobs in the goods-producing sector continued to disappear in July — including a loss of 50,000 in construction, which has dropped by more than 100,000 since last fall. Manufacturing employment losses slowed to about 9,000 last month, although the number of factory jobs had slipped by 325,000 since March 1989.

Services sector shrinks

The services sector, which had been the primary avenue of expansion in lower-paying jobs during the 1980s, shrank by 160,000 in July. That included the dismissal of some 175,000 temporary census workers, which was offset partially by smaller gains in health services and retail trade.

Testifying before the Joint Economic Committee of Congress, BLS Commissioner Janet Norwood said " the services industry has been major engine of growth during the current economic expansion. But the engine seems to have sputtered in July."

AFL-CIO Research Director Rudy Oswald noted that the July employment level is only 450,000 above the year-ago month, reflecting a significant slowdown from earlier years.

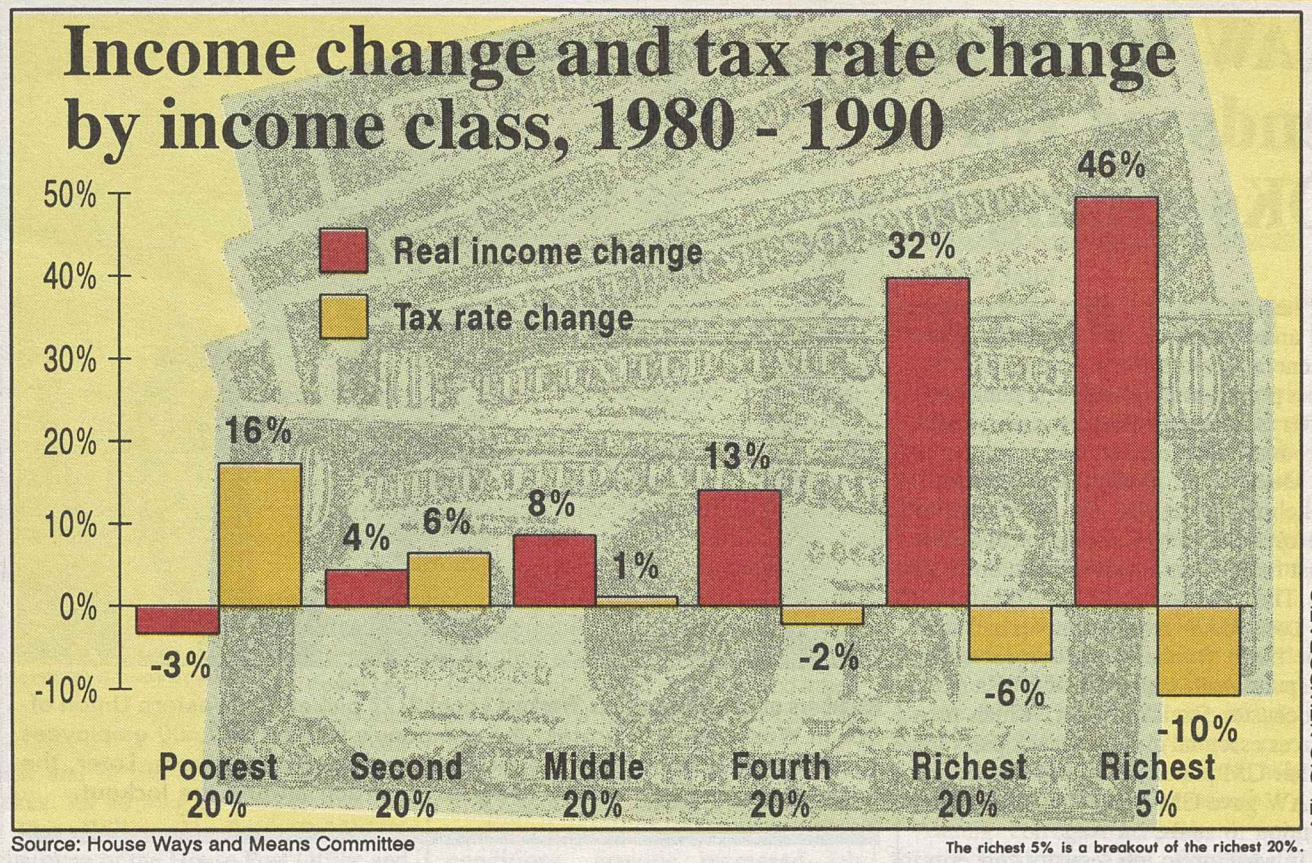
And of the 6.9 million officially unemployed before seasonal adjustment, only 2.5 million were drawing jobless benefits in July, Oswald said. That left 4.4 million unemployed workers ineligible to file benefit claims, he pointed out, because of serious shortcomings in the federal-state unemployment insurance system that bars many new entrants and re-entrants in the workforce.

Young workers hard hit

Hardest-hit by losses in July were 16- to 19-year-olds, whose jobless rate shot up 2.2 percentage points to 16.3 percent.

Several larger states reported sharp over-the-month increases in jobless rates: Illinois, up from 6 percent in June to 6.7 percent in July; Massachusetts, up from 5.8 percent to 6.1 percent; North Carolina, up from 3.7 percent to 4.6 percent; Ohio, up from 5.2 percent to 5.7 percent; Texas, up from 5.6 percent to 6.2 percent, and Pennsylvania, up from 4.6 percent to 5 percent.

With more cutbacks of defense orders from the Pentagon, General Dynamics Corp. announced it would lay off up to 2,000 workers by the end of 1991. Last month, McDonnell Douglas Corp., the nation's largest defense contractor, said it would dismiss some 17,000 workers by the end of 1990.



Source: House Ways and Means Committee

The richest 5% is a breakout of the richest 20%.

While the richest families had the fastest income growth during the 1980s, they also had the largest tax breaks.

Study urges change to help workers

By John R. Oravec

New public policies must be wrought to help workers and businesses overcome the economic upheaval that has rocked the country for more than a decade, a report by the National Planning Association advises.

The report, "Preparing for Change: Workforce Excellence in a Turbulent Economy," addresses the problems stemming from corporate downsizing and plant closings that have displaced nearly 2 million workers a year throughout the 1980s.

The report is the result of a three-year study conducted by the NPA-sponsored Committee on New American Realities, which comprises representatives from business, labor and academia.

"Workers and workplaces in the United States have been battered by economic turbulence since the mid-1970s," the committee said. "More intense global competition, business deregulation and corporate mergers and acquisitions have caused major shifts in the sectoral composition of employment."

Displaced workers devastated

The impact on displaced workers is devastating, the study found, noting that many workers experience chronic unemployment as a result of their initial termination. Of the workers who make permanent returns to the workforce, nearly one-third earn at least 25 percent less than in their previous jobs.

While job insecurity is most prevalent in the manufacturing sector, blue-collar occupations are not the only ones that have been affected, the report said. About 20 percent of all displaced workers between 1979 and 1984 were previously employed in retail trade and services, and 40 percent were in white-collar jobs, including middle- and upper-level managers.

"If present trends continue, almost all workers will be 'at risk' from turbulence at some time in their working lives," NPA report warned.

"This growth in employment risk underscores the need for new policies to ensure that every segment of the workforce has the opportunity to be more productive and that all those now at risk can share in economic progress."

The economic turbulence has caused the greatest hardship on minorities, youth, older workers and those without post-secondary educations.

The study found that fewer younger workers who do not go to college are able to establish a career, since higher-paid factory jobs have been replaced by lower-wage entry jobs in retail trades and service sectors.

Education shortcomings

"Current government programs do not adequately address today's high levels of labor market turbulence," the panel said. It cited the shortcomings of high schools to produce job-ready graduates and "minimally effective" federally sponsored job training programs, which suffer from underfunding.

The private sector must take on a direct role in preparing workers for changing workplace, the study suggests. Thus far, that role has been largely neglected.

It also calls for fuller union participation in designing and implementing private sector adjustment programs, as well as a wider role in improving human resources capacity and productivity in small and medium-sized enterprises.

"Together, business and unions need to provide greater leadership than in the past to mobilize resources and create an improved climate for workforce preparedness," the report urges.

That joint labor-industry leadership should be extended to public education and training, the report said, and "address the problems of community economic development, particularly in regions hardest his by job losses."

The committee calls for expanding current public resource policy on training and placement assistance by including a broader cross-section of workers who are at risk.

It also urges improved resources and financial incentives for workers and organizations to invest in continuous lifelong development. These incentives should include federal trust funds for training, private sector human resources development accounts and training and tuition programs for individuals.

Portability of benefits

To improve job security, the panel recommended that mechanisms be established to ease the portability of workers' benefits from one employer to another. It called for extending the duration of jobless benefits to cover long-duration or repeated periods of unemployment, as well as workers in retraining programs.

The Committee on New American Realities is chaired by Paul A. Allaire, president of Xerox Corp., and includes Professor Emeritus John T. Dunlop of Harvard University and National Planning Association President Edward E. Masters.

AFL-CIO vice presidents serving on the panel are John DeConcini, Robert A. Georgine, Lenore Miller, Jack Sheinkman, Milan Stone and Richard L. Trumka. Other labor representatives include Secretary-Treasurer James B. Booe of the Communications Workers, President Jack Golodner of AFL-CIO Department for Professional Employees, Vice President Leon Lynch of the Steelworkers, AFL-CIO chief economist Rudy Oswald and Brian Turner of the Industrial Union Department.

Conference to explore pension fund investment

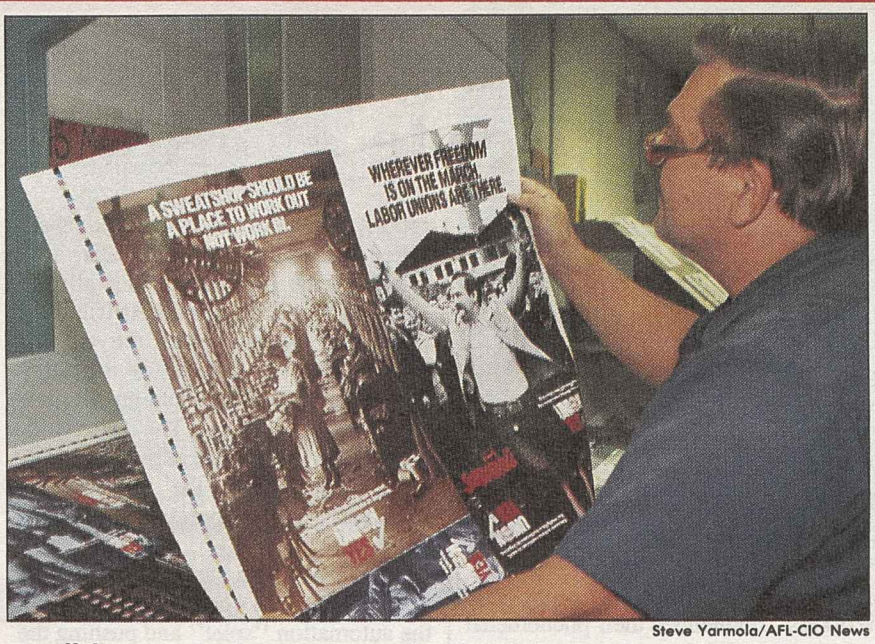
Union officers, pension fund trustees and staff will explore how unions can use pension fund investments to support labor's interests at a leadership conference on pensions to be held Sept. 4-6.

The three-day conference is sponsored by the AFL-CIO Department of Employee Benefits and the George Meany Center.

Topics will include investment and public policy issues, shareholder activities and how pension investment tracking can aid unions in corporate campaigns.

Participants will include AFL-CIO Secretary-Treasurer Thomas R. Donahue, Assistant Secretary of Labor David Ball, AFSCME Secretary-Treasurer William Lucy, and union investment specialists.

More information is available from the Department of Employee Benefits at 202/637-5200.



Steve Yarmola/AFL-CIO News

Hot off the press, four mini-posters that dramatize the importance of unions are surveyed by George Holt, a Graphic Communications Local 285 member and pressman at Kelly Press in Cheverly, Md. The posters, created by the AFL-CIO Labor Institute of Public Affairs, will be available in quantity from state federations and central labor bodies for $5 per set. Contact Edwin Schmidt, Room 209, 815 16th St. NW, Washington, D.C. 20006, 202/637-5042.

UFW ad sales program boosts grape boycott

By Arlee C. Green

The Farm Workers have created a specialty advertising program to help finance their long and costly boycott against California table grapes.

The program, known as ETG Specialty Advertising, currently provides a variety of union-made specialty items to a number of national and international unions, as well as some local unions.

The proceeds generated from the UFW program "will allow us to escalate our pressure on the grape growers and continue our long support for fairness, dignity and a better way of life for farm workers and a truly healthy food supply for you and your family," said UFW President Cesar Chavez.

In a letter to boycott supporters, Chavez said the union prefers to "earn our way" in this fight, which includes a campaign against toxic pesticides that threaten farm workers. The union is pressing for a national ban on five pesticides — captan, dinoseb, methyl bromide, parathion and phosdrin.

The cancer rate among farm workers in California's San Joaquin Valley grape region has run as high as 12 times the national average, UFW says. Many other workers suffer from milder symptoms associated with exposure to those chemicals.

The union is being met head-on by the 1,100 grape growers in the region who employ more than 55,000 farm workers. The growers have steadfastly fought organization of their workers and have mounted a petition campaign to fight the banning of the cancer-causing pesticides.

Two years ago, the UFW created ETG Specialty Advertising to help finance the boycott campaign. It offers a variety of promotional items, customized with union logos and other labor messages, for conventions, conferences, organizing and other union campaigns.

The line of union-made promotional merchandise includes:

- Vinyl and leather items, such as briefcases, portfolios, key cases, calendar covers and pocket planners.
- Mugs and plastic novelties, such as luggage tags, pocket protectors, key fobs, magnifying glass, letter openers, rulers, combs, pens and pencils.
- Caps, hats, T-shirts, sweat shirts, visors, bags.
- Metal emblems, badges, pins, key chains, cuff links, tie clasps, and belt buckles.
- Bumper stickers, buttons, decals and other printed products.

The program uses a network of professional volunteers to arrange the purchases of the special advertising items. Unions may contact Chris Stephan at the UFW headquarters to get the name and telephone number of the representative in their area. Call 805/822-5571.

Newsmakers

William George is the new president of the Pennsylvania AFL-CIO. George, 48, began his career as a member of Steelworkers Local 1211 in Aliquippa and held numerous union posts before becoming chief lobbyists for the USWA in Pennsylvania. **Judith Heh,** an AFSCME member who has served as the state federation's secretary-treasurer for eight years, was elected executive vice president and director of COPE. **John Vento,** a 40-year member of the Electronic Workers, was elected secretary-treasurer. George succeeds longtime state federation President **Julius Uehlein**, who retired.

The trio was elected by acclamation at the state AFL-CIO convention, during which a dispute arose over adoption of rules regarding proxy votes. Prior to voting on the rules, 400 of the 2,309 delegates walked out. A formal protest filed with the AFL-CIO was rejected.

Bruce York has been named national executive director of the Television and Radio Artists, effective Nov. 1. He succeeds **John C. Hall Jr.,** who resigned for health reasons. Hall, who held the post since 1985, has agreed to stay on as a consultant for two years, said AFTRA President **Reed Farrell.** York came to AFTRA from the Air Line Pilots, where he had served as supervisor of representation, responsible for all labor relations functions. Before joining AFTRA, Hall served as assistant to the Musicians president, and as special assistant to the president of the Theatrical Stage Employees.

Robert A. Georgine, president of the AFL-CIO Building and Construction Trades Department, presented a check for $7 million to University of Miami President **Edward Foote** for construction of a new research center for the university's Diabetes Research Institute. The check represents the current fundraising totals for Blueprint for Cure, organized labor's commitment to raise $10 million for construction of the facility.

Teamsters Vice President **R.V. Durham,** director of the union's safety and health program, was reappointed by Secretary of Transportation **Samuel K. Skinner** to another two-year term on the 25-member National Motor Carrier Advisory Committee. The committee makes recommendations to the Federal Highway Administration on truck and bus industry issues.

Michael Jetter, winner of this year's Tony Award as Best Supporting Actor in a Musical for his performance in Grand Hotel, was among those named to the board of directors of Actors' Work Program, an organization that helps professional actors secure good jobs between performances, and explore the possibility of preparing for a second career at their Career Guidance and Educational Center in New York.

Others named to the board are: **Dana Ivey,** who starred in the original off-Broadway production of Driving Miss Daisy; **Joseph Benincasa,** general manager of the Actors' Fund of America; **Jack Goldstein,** executive director of Save the Theatres, Inc., and **Kathy Schrier,** director of education and career development for AFSCME District Council 37.

Lynn Meyers, assistant director for field services of the AFL-CIO Human Resources Development Institute since 1985, has been appointed to the new post of deputy director. Meyers, 49, joined the HRDI field staff in 1970 and has been on the institute's headquarters staff since 1975. He comes out of the Electronic Workers. HRDI President **Alan Kistler** said Meyers will coordinate activities through institute assistant directors and work with Director **Mike McMillan** on expanding services to federation affiliates. Kistler named **Glen Jackson** to succeed Meyers as assistant director for field services. Jackson, 39, joined HRDI in 1980 and became the institute's administrative officer three years ago. He is a member of the Newspaper Guild.

Roger Sheldon retired June 30 after 13 years as communications director for the Carpenters and associate editor of the union's monthly magazine, The Carpenter. Earlier, he had been an editor for 25 years with Merkle Press, where he oversaw the publication of several union journals. **Monte Byers,** formerly with the Paperworkers, takes over the Carpenters slot from Sheldon.

Contest features stories of labor

The second annual "Labor in Literature" contest is accepting entries from union members who are interested in bringing their job experiences to life in short stories, poems and plays.

The contest, developed by Buffalo labor author Emanuel Fried, is sponsored by the Just Buffalo Literary Center, the City AFL-CIO and Steelworkers District 4.

The works will be judged by professional writers and local union officials, with the winners to be reprinted in local newspapers and journals and given a public hearing.

Entries must be postmarked by Oct. 20 and sent to Susan Anner/Manny Fried, Labor in Literature, Just Buffalo Literary Center, Inc., 111 Elmwood Ave., Buffalo, N.Y. 14201.

AFL-CIO kicks off United Way campaign

Chicago

The AFL-CIO kicked off its 1990 Campaign in Support of United Way at the August executive council meeting, noting that labor's support for United Way has been a two-way street, with union members in need receiving assistance from agencies funded through the campaign.

Vice President Morton Bahr, president of the Communications Workers and a vice chairman of the United Way of America board of governors, is the national chairman of labor's annual fund-raising event. He outlined the campaign, which was unveiled to plaudits at the recent Community Services conference in Denver.

"Besides the good work that United Way can do — and we know that the Salvation Army and other United Way agencies help our people during strikes or unemployment — the United Way can help us focus on the importance of community service to the labor movement," Bahr told the council.

There are five members of the council on the Board of Governors — Bahr, UAW President Owen Bieber, Postal Workers President Moe Biller, Steelworkers President Lynn R. Williams and Letter Carriers President Vincent Sombrotto.

Williams pointed out that "there is a significant local component to the United Way, and local union officials can do a great deal of good through involvement in the United Way in their communities." In Pittsburgh, he noted, "we have had success channeling United Way resources and support to aid the unemployed."

Williams credited much of United Way's success to "the payroll deductions that we have achieved. Without us, they will not succeed; but if we don't get involved, we'll be cut off from those services."

Sombrotto added, "It is through our involvement that we can ask the United Way to focus on the problems of workers."

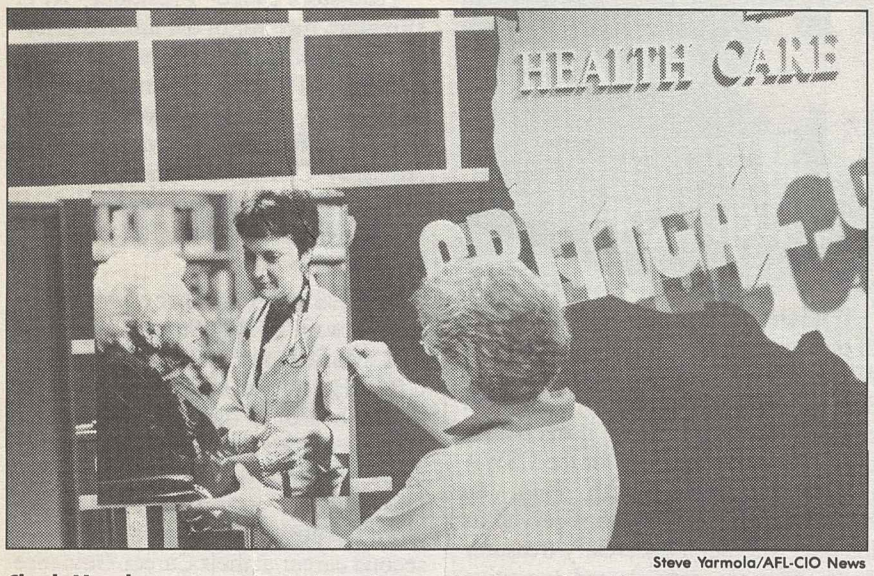
Last year, the United Way's 2,300 independently incorporated organizations across the nation raised nearly $3 billion to support local health and human care services.

'We Do The Work' Labor Day premiere

"We Do The Work" premieres on public television stations nationwide with a special Labor Day program Sept. 3.

The Labor Day special, hosted by "Head of the Class" and "WKRP" star Howard Hesseman, will feature stories on the union-led buyout of United Airlines and a tour of Chicago by commentator Studs Terkel.

"We Do The Work" will be broadcast on PBS stations around the country, including KQED in San Francisco, WNET in New York, KCET in Los Angeles and WETA in Washington. Check local listings for air times.



Steve Yarmola/AFL-CIO News

Chuck Vaughan of LIPA readies the set for FNN health care production.

Labor airs health care message

Continued from Page 1

The federation has purchased $3 million in network and key local broadcast time to air the 30-minute ads.

The ads will be aired during such top-rated programs as "The Cosby Show," "Murphy Brown" and "Thirty-something," as well as during local news broadcasts and major sporting events in New York and Washington.

The television ads will be followed by a series of public hearings, beginning in Providence, R.I., on Sept. 20. The session will be chaired by AFL-CIO Secretary-Treasurer Thomas R. Donahue and will include testimony from workers and members of Congress.

Executive Council members hearing about the crisis in Rhode Island include Gerald McEntee of AFSCME, John Joyce of the Bricklayers and John Sweeney, Service Employees.

From Providence, the hearings move to Chicago on Sept. 28, with AFL-CIO President Lane Kirkland leading the session and council members Owen Bieber, UAW; Al Shanker, Teachers, Robert Georgine, Building and Construction Trades Department, and Edward Hanley, Hotel Employees and Restaurant Employees, among those sitting on the committee.

The remaining meetings include:

- **San Francisco, Oct. 3** — Sweeney; William Wynn, Food and Commercial Workers; and Vincent Sombrotto, Letter Carriers. Chaired by Kirkland.
- **Louisville, Kentucky, Oct. 8** — Morton Bahr, Communications Workers; William Bywater, Electronic Workers, and Richard Trumka, Mine Workers. Chaired by Kirkland.
- **Detroit, Oct. 11** — Sweeney, McEntee and Bieber. Chaired by Donahue.
- **Rutgers, New Jersey, Oct. 17** — Bahr; Frank Hanley, Operating Engineers; Jay Mazur, Ladies' Garment Workers, and John Barry, Electrical Workers. Chaired by Kirkland.
- **Birmingham, Ala., Oct. 22** — Bahr; Lynn Williams, Steelworkers, and Lenore Miller, Retail, Wholesale and Department Store Union. Chaired by Donahue.
- **Austin, Tex., Oct. 25** — McEntee; John Sturdivant, Government Employees, and George Kourpias, Machinists. Chaired by Donahue.

'90 organizing gains bode well for decade of growth

Continued from Page 1

anti-unionism, 530 Baird Industry workers in Shreveport, La., voted to join the UAW, and more than 500 workers in Alabama, Florida and Georgia chose the Clothing and Textile Workers in NLRB balloting.

- The Electronic Workers won six out of ten elections in the first half of 1990, bringing in over 600 new members in Alabama, Tennessee, Pennsylvania and New York.
- The Food and Commercial Workers "maintained their phenomenal success" in organizing outside the NLRB machinery, the report said, adding more than 1,000 members at Cub Foods in Denver to augment the 4,500 Cub employees organized in 1989.
- Volunteer organizing activity by Communications Workers' locals has swelled that union's ranks by thousands of new members.

The public sector also has seen continued steady growth, the report pointed out, citing Government Employees' victories at the Social Security Administration and the Army and Air Force Exchange Service, AFSCME's more than 41,000 new members in the past year, Teachers' certification for nearly 5,000 school employees in Florida, and SEIU organizing of 9,000 Los Angeles teaching assistants and 1,300 professionals at the University of Massachusetts.

"These and other successes bode well for the expectation that organizing will continue to grow, as it has since the labor movement began its rebound from the blows it suffered during the Reagan years," the report said.

In other actions, the Executive Council:

- Condemned regional Bell telephone companies for their practice of forcing customers to deal with robots, instead of human beings, on so-called "operator-assisted" calls.

The phone companies tout alleged "cost savings" for customers using the automated system. But, the council pointed out, "the price is the same whether a 'robot' or a human operator completes the call." The Bell companies reap the savings in terms of profits "derived from the unwarranted sacrifices" of its operators, the statement said.

Union members were urged to stand in solidarity with operators by ignoring the automation "spiel" and pushing the "O" button on their phones in order to place their calls through human beings.

- Reaffirmed its support of federal and postal workers for Hatch Act reform to give government workers "the same right to participate in the political process enjoyed by their fellow Americans."

The council criticized President Bush for first rejecting the opportunity to work out differences with Congress over provisions in the legislation and for subsequently vetoing the bill. It assailed Republican Sens. Alphonse D'Amato (N.Y.) and Trent Lott (Miss.), who caved in to White House pressure, voting to sustain the veto after "pledging their support to the override effort."

- Opposed limiting the terms of office for members of Congress, as several states are considering in petitions for a constitutional convention. Similar amendments to state constitutions to restrict the terms of state lawmakers also are under consideration.

"These measures are clear attempts to undermine this nation's system of representative democracy," the council statement said. "The people already have the right to limit the terms of elected officials by denying them reelection. They exercise this right every time they go to the polls."

INSIDE

1 ***Organizing success bodes well for '90s***

AFL-CIO unions are marking the start of the 1990s with major organizing gains, particularly among women, minorities and immigrants, a report to the Executive Council confirmed.

1 ***Honda car is a no-go for UAW member***

Pamela Richards, the UAW Local 1435 member who refused the nonunion Honda she won on an Ohio game show, gets the keys to a Dodge Dakota pickup from the AFL-CIO.

2 ***Lorenzo bails out of airline operations***

Eastern Airlines unions welcome the departure of union-buster Frank Lorenzo, who sold his shares of Continental Airline Holdings Inc. to a Swedish carrier.

3 ***Labor fights Bush on legislative agenda***

Several labor-supported bills — civil rights legislation, a child care measure and a bill limiting textile imports — face veto threats when Congress returns after Labor Day.

5 ***Job security pact ends GM strike***

After a six-day strike, UAW members at a General Motors Corp. parts plant won job security protections and GM's agreement to correct safety and operations problems.

6 ***Joblessness reaches 2-year high mark***

Unemployment jumped to 5.5 percent in July, reaching its highest level in nearly two years. Almost every sector — including services — posted a drop in jobs.

VOLUME 35, NUMBER 17
AUGUST 20, 1990

AFL-CIO NEWS

UNION YES

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AFL-CIO NEWS

VOLUME 35, NUMBER 18 SEPTEMBER 3, 1990

A youngster joins striking Greyhound workers in Washington, one of seven rallies held Aug. 24. See page 6.

Kirkland: Labor will fight for working families

By Michael Byrne

American working families are beset this Labor Day by a crisis in health care and other economic concerns, AFL-CIO President Lane Kirkland told a panel of reporters, but they can take heart from some indication that an era of greed is coming to an end.

And while workers may be encouraged by the collapse of the junk bond market and the departure of Frank Lorenzo, Kirkland said, they can be sure of the commitment of strong trade unions to continue working for them.

"I say to you that the trade union movement is vital," Kirkland said. There is no solution for the needs of working people "that doesn't in the last analysis depend first and foremost upon the role of the trade union movement — historically and currently."

Kirkland cited a litany of mounting economic pressures on working families — from the current health care crisis to the need for child care and parental and medical leave — and decried the threat to workers' right to strike. He vowed to continue the fight for strikebreaker legislation as well as bills to address the host of problems facing working families.

"The medical care problem . . . is getting worse every year," Kirkland said. Because the problem has not been addressed, workers "are at greater risk in terms of their health and in terms of the danger that they face of economic ruin from these real or potential costs."

Kirkland described the AFL-CIO health care campaign, which includes a 30-minute cable television documentary, the Union Yes television advertising campaign this fall and a series of regional public hearings to be conducted over the next several months.

"We hope out of this process to develop a degree of consensus on a broad approach to health care," he said. "We are not locked into any particular formula or detailed design. We have been receptive to suggestions and ideas . . . that would attract the broadest possible support, but we intend to fight it out on this line until we get some action."

Because the government has not acted to correct the problems of health care, "you would have to say that workers by-and-large are worse off than they were last year, because the problem is worse than it was last year," Kirkland said. "It will be worse next year unless something is done about it."

But labor sees signs "that the era of greed and me first and 'let the devil take the hindmost' is beginning to run its course," Kirkland said. "There is

Continued on Page 12

Jim Zenk/GGK agency

The health care crisis is dramatized in the filming of "Moving Out," one of two Union Yes television ads that will begin airing during top-rated prime-time network TV shows Sept. 24. In this scene, a family is shown moving from their home, forced out by the high cost of caring for their seriously ill son. The other ad is a documentary, featuring scenes inside a hospital. In conjunction with the ads, the AFL-CIO will conduct a series of regional hearings to focus attention on the problem, beginning Sept. 20 in Providence, R.I.

Union efforts support troops in Persian Gulf

By Michael Byrne

With union members swinging into action behind the military movement to the Persian Gulf, AFL-CIO President Lane Kirkland pledged the federation's support for "the commitment of all necessary resources to strengthen and sustain" U.S. troops in the Middle East.

Civilian cargo ships managed and crewed by maritime union members ferried supplies and equipment to the gulf, loaded mostly by Longshoremen, who recently underwent extensive training in rapid loading and unloading of weapons and explosives. And many union members, among nearly 50,000 reservists called up for duty, prepared to tighten their belts in the face of potential lost wages and benefits.

Kirkland, noting that "the sons and daughters of working Americans once again are on the firing line in the defense of vital interest of the free world," warned budget negotiators that "the nation's human and social needs continue and cannot be further neglected as a matter of expediency."

Kirkland called on Congress to suspend the Gramm-Rudman-Hollings deficit reduction law "to insure that the nation has the flexibility to deal realistically with the Middle East emergency and related defense needs, with the possibility of inflation and/or recession, and with the threat of a severe energy shortage."

Congress and the Bush administration are engaged in budget negotiations to reduce the federal budget, while facing an October deadline on automatic Gramm-Rudman cuts. "Artificial and arbitrary deficit-reduction targets or mindless, across-the-board sequesters

Continued on Page 9

Daily News unions kick off boycott drive

By Arlee C. Green

New York Daily News unions kick off an advertiser boycott of the newspaper this week in a major federation-wide campaign to rally support for the 3,000 workers, who are continuing to bargain for contracts to replace those that expired March 31.

The Daily News, owned by the Chicago-based Tribune Co., has hired stand-by replacement workers and made contingency plans to move production facilities to New Jersey, laid off workers and otherwise indicated that it plans to force a strike by the 10 unions, which belong to the Allied Printing Council of Greater New York.

Union efforts are being coordinated through the Committee to Boycott for Justice at the Daily News, formed Aug. 15 after a meeting among local New York union leaders, AFL-CIO Secretary-Treasurer Thomas R. Donahue, state AFL-CIO President Edward Cleary and city Federation President Thomas P. Van Arsdale. The council hired Detroit labor lawyer Sam McKnight to spearhead the campaign.

Daily News employees marched in the annual New York Labor Day Parade Sept. 3, while several hundred union members circulated among the crowd, handing out leaflets and an eight-page mockup of the Daily News, and gathering pledges for a possible subscriber boycott.

In addition, union members were joined by AFL-CIO staff members at a booth at the New York State AFL-CIO convention Aug. 26-29, where they enlisted coordinators for local union campaigns throughout the state. AFL-CIO Field Staff Representative Gary Horton is working full-time on the Daily News campaign.

Besides the pledge cards, the boycott campaign is using billboards and bus placards advising the public that "The Daily News is Bad News for its Workers."

The council has sent three letters to News advertisers advising them that "because you support the Daily News

Continued from page 2

Kirkland goes to USSR for rights parley

AFL-CIO President Lane Kirkland has been granted a visa to attend an international human rights conference in Leningrad Sept. 1-3. It will be Kirkland's first visit to the Soviet Union.

An AFL-CIO delegation consisting of Mine Workers Secretary-Treasurer John Banovic and Dick Wilson of the AFL-CIO Free Trade Union Institute traveled to Moscow in June of this year. That came after a federation delegation was denied visas three times since November 1989 to visit Soviet miners who invited them.

Nine Soviet miners visited the United States in December 1989, meeting with labor leaders and rank and file workers. At their invitation, an AFL-CIO delegation re-applied in March 1990 for a visa and was denied for the second time. After the third rejection in April, Banovic, Wilson and an interpreter were granted visas in June.

Kirkland is going to Leningrad from Gdansk, where he will help commemorate the tenth anniversary of the emergence of Solidarnosc on Aug. 31.

"Ten years ago today, as the Solidarnosc strike was spreading like wildfire throughout Poland, the eyes of the world looked with hope upon Gdansk," Kirkland said. "That hope, for a time thwarted, was in the end fulfilled.

The human rights conference in Leningrad is sponsored by Lech Walesa of Solidarnosc and Vyautas Landsbergis, president of Lithuania.

On Sept. 3, Labor Day, Kirkland will travel to the U.S. Embassy in Moscow, where he will meet with independent workers and democratic Soviet political leaders.

Union backer car rich, at head of two parades

An updated scorecard reads one more car and two jobs as Labor Day grand marshal for Pamela Richards, the Ohio UAW member who turned down a new non-union car on a TV game show in August.

AFL-CIO President Lane Kirkland presented Pamela with a Dodge Dakota pickup at AFL-CIO headquarters Aug. 16 and Chrysler Motors gave her a new Plymouth Acclaim Aug. 28. Earlier, a West Virginia dealer gave her the use of a new Chrysler for one year.

She also will be grand marshal of the Labor Day parade in her native Toledo after serving as co-grand marshal of the Chicago parade earlier in the weekend.

Marianne Keiffer Zweig/Page One Photography

Members of Office and Professional Employees Local 2, fired during the federal takeover of the failed National Bank of Washington, protest their loss of severance pay, pensions and other benefits. The local maintains the union contract — covering about 900 workers and $1 million in benefits — is binding on the government.

Daily News unions plan boycott

Continued from Page 1

with your advertising dollars, you are directly involved in the bitter labor dispute at the paper." The most recent letter outlines plans for "an all fronts boycott" to "force the Daily News to abandon its anti-labor strategy."

Advertisers were asked to "demonstrate your neutrality by promising, for the duration of the labor dispute, to suspend advertising in the Daily News upon the request of the Allied Printing Trades Council."

News union negotiators have held more than 100 bargaining sessions with News representatives, the anti-union Nashville law firm of King and Ballow. Negotiations, the letter to advertisers emphasized, "have been punctuated by the hiring of trained dogs, armed guards, strikebreakers, threats and interrogations. The Daily News is demanding a list of takeaways that would enable the employer to strip its employees of many basic protections — job security, union security, seniority, health insurance and pension benefits, etc."

AFL-CIO President Lane Kirkland, in his annual pre-Labor Day roundtable with reporters, noted that the Daily News advertised for replacement workers before the contract ended, and even before negotiations had begun, "in order to chill the atmosphere and attempt to undermine the morale of the workers."

"It's part of what seems to be a deliberate strategy . . . the whole array of tactics designed to continue the operation in the event of a strike and refusing to bargain, placing unconscionable demands upon the table that no union would accept and clearly trying to provoke a strike."

> ***"In many cases, it is really the most militant and sensible tactic not to do what the employer wants . . . but to continue working while the employer continues to incur the costs of the preparations anticipating a strike."***
>
> **— Lane Kirkland**

The key issue in the dispute is the News' demands for an all-encompassing management rights clause that would allow the company to gut contract provisions. In addition, the News wants to wring out at least another $70 million in concessions without having to commit itself to improving or even continuing the paper.

"In many cases, it is really the more militant and the more sensible tactic not to do what the employer wants them to do by going out on strike," Kirkland said, "but to continue working while the employer continues to incur the costs of the preparations anticipating a strike."

Those costs can be high, Kirkland pointed out. They involve putting people up in hotels, keeping them on standby, paying sometimes scabs and hiring security forces.

Meanwhile, a federal judge quashed a three-person fact-finding panel, named by Labor Commissioner Thomas F. Harnett on July 26, that was to have investigated the contract dispute. The judge held the panel would intrude on the collective bargaining process. The National Labor Relations Board filed an amicus curie brief opposing the panel.

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Bush's furlough, pay plans assailed by federal unions

By John R. Oravec

Federal employee unions blasted the Bush administration for releasing an alternative pay plan that contains only a 3.5 percent pay raise for federal employees, and for threatening to lay off government workers because of the impasse in budget netotiations.

Unless Congress acts within 30 days of Aug. 31, the 3.5 percent raise takes effect automatically. Bush's own pay advisers urged him to increase federal pay from 22 percent to 39.6 percent to close the gap between the private and public sectors.

President John N. Sturdivant of the Government Employees, which represents some 700,000 federal workers, said Bush's proposal underscores the need for Congress to complete its legislation to reform federal pay "with provisions limiting the president's alternative pay authority."

"With President Bush's actions today, federal workers' salaries are now, on average, 30.24 percent behind their counterparts in the private sector," Sturdivant said.

Meanwhile, the Office of Personnel Management has directed federal agencies to develop contingency plans to furlough workers should the White House and Congress fail to reach a budget agreement and automatic Gramm-Rudman budget cuts are imposed.

Thousands of federal workers have received notices that they may be lopped off the payrolls for up to 22 days in the coming fiscal year. Some agencies have warned that their employees could face layoffs every week next year because the agencies have severe budget problems.

"It should never have come to this," Sturdivant said. "The White House and Congress have abdicated their responsibility with reckless tax cuts, trite campaign promises and their refusal to make tough decisions required to bring the deficit under control."

Sturdivant voiced concern that the layoffs could cut the pay of some federal workers 20 percent or more.

He warned that the public would quickly feel the impact of the layoffs of federal inspectors in job safety, environmental affairs, food processing, as well as in Social Security offices and Veterans Administration hospitals.

Secretary-Treasurer John Leyden of the AFL-CIO Public Employee Department viewed the furlough notices as an attempt to put pressure on congressional negotiators in the federal budget process.

For the government to sequester essential funds for the operation of federal agencies would result in "unmitigated disaster," Leyden cautioned.

AFSCME President Gerald W. McEntee charged that the administration is "playing a heartless game of chicken" with federal workers that "holds them hostage to the budget impasse." AFSCME represents 4,200 federal workers.

President R. Steve Bell of the Air Traffic Controllers said deep cuts in air traffic would be needed if the layoffs come, pointing out that the Federal Aviation Administration has yet to replace many of the controllers fired by President Reagan in the 1981 strike.

"There is no way on earth that a furlough-depleted workforce can handle present air traffic levels," Bell said.

Earlier, FAA Administrator James B. Busey said the agency could face a 25-percent pay cut under current furlough plans. The FAA said it would slash the workweek 2.5 days every two-week pay period.

President Bush, who took time off from his extended vacation to lambast congressional Democrats over the budget impasse, told Republicans at a Rhode Island fund-raising event that he still wants a budget accord but would not tolerate "reckless Pentagon cuts."

Bush threatened to veto several House appropriations bills and reiterated his demands for reducing the capital gains tax, which would benefit upper-income individuals.

Status of Legislation

BILL DESCRIPTION	SENATE	HOUSE
Civil Rights. Similar bills in both chambers to counter six 1989 Supreme Court decisions that narrowed the protections of job-discrimination laws.	S. 2104 passed 7/18/90	H.R. 4000 passed 8/03/90
	Conferees to be appointed.	
Child Care. A Senate bill would authorize subsidies of $1.75 billion, with increased child care tax credits. The House version provides grants for care, expands Title XX and Head Start funding and increases tax credits.	S. 5 passed 6/23/89 H.R. 3 passed 4/24/90	H.R. 3 passed 3/29/90
	Conferees began meeting 6/7/90.	
Parental Leave. Legislation requiring employers to offer up to 12 weeks' unpaid leave to employees caring for a new baby or seriously ill spouse or family member.	H.R. 770 passed 6/14/90	H.R. 770 passed 5/10/90
	Vetoed by President Bush 6/29/90. House sustained veto 7/25/90.	
Americans with Disabilities Act. Legislation to extend full civil rights to the nation's 43 million disabled citizens.	S. 933 passed 7/13/90	S. 933 passed 7/12/90
	Signed by President Bush 7/26/90.	
Hatch Act Reform. Bill enabling federal workers limited participation in political activities.	H.R. 20 passed 6/12/90	H.R. 20 passed 4/17/89
	Vetoed by President Bush 6/15/90. House overrode the veto 6/20/90 but Senate sustained it a day later.	
Clean Air. Legislation revising the Clean Air Act. House and Senate versions cover acid rain, motor vehicle emissions and other toxic substances. House bill includes unemployment compensation for workers made jobless by tighter pollution controls.	S. 1630 passed 4/30/90	H.R. 3030 passed as S. 1630 5/23/90
	Conferees began meeting 7/13/90.	
Housing Reauthorization. The House version would expand existing housing programs, while a Senate bill would reorganize current programs and encourage low-income housing.	S. 566 passed 6/27/90	H.R. 1180 passed 8/01/90
	Conferees to be appointed.	
Striker Replacement. Bills in both chambers would ban employers from permanently replacing workers during economic strikes.	S. 2112 in committee	H.R. 3936 in committee
Textiles. Bills in both the House and Senate would limit growth of imported footware, textiles and clothing to one percent per year.	H.R. 4328 passed 6/21/90	H.R. 4328 on floor after recess
Campaign Finance. The Senate version bans political action committee (PAC) donations but permits large contributions from individuals. The House bill permits small donor groups but makes some changes in regulations.	S. 137 passed 8/01/90	H.R. 5400 passes 8/03/90
	Conferees to be appointed.	

Teamsters, Flight Attendants win cases against airlines

By Arlee C. Green

Two AFL-CIO affiliates, the Teamsters and the Flight Attendants, won significant victories in their efforts to organize and gain first contracts for workers at USAir and Horizon Air Industries Inc.

The Teamsters won the right to a rerun representation ballot among 8,200 fleet service employees at USAir when the National Mediation Board ruled the airline "through the totality of its conduct, has tainted the laboratory conditions for a fair election."

And a federal district court in Portland ordered Horizon to cease actions to forestall an agreement with the Flight Attendants and to pay the union's attorney fees and costs. The AFA organized the carrier's attendants in August 1987.

The IBT represented USAir employees prior to the airline's merger with Piedmont, but the NMB refused to certify the union, instead ordering a representation election.

Although the IBT was the only union on the ballot, the board initially ruled the IBT lost because it did not get the votes of a majority of all eligible voters.

"We knew all along that we would have another election," said William F. Genoese, director of IBT's airline division. "The company's high-priced lawyers simply broke the law."

"The company intimidated the workers at a series of captive-audience meetings," Genoese said. "It hired outside lawyers to mastermind a campaign of illegal influence."

He said the company also sent anti-union videotapes to the homes of the workers, refused to let union representatives on its property, and told workers that a victory for the union would mean strikes, loss of seniority and high dues. It even refused to give IBT a mailing list of eligible voters.

"We knew all along that we would have another election. The company's high-priced lawyers simply broke the law."

— Teamsters' William F. Genoese

The NMB ordered a new election and a mailing list, but Genoese said the board did not go far enough, since it did not order a "yes or no" ballot. Such a ballot would decide the issue by a simple majority of those voting, instead of all eligible voters. Genoese noted that "nowhere else in the United States are elections conducted this way."

No dates have been set for the new election, Genoese said.

Federal District Judge Malcolm F. Marsh found Horizon had engaged in the "mere pretense of negotiation," singling out it chief negotiator, Arthur Thomas, whose "attitude was one of arrogance, intimidation and intractability." The AFA had sued Horizon in April 1989, charging it with bad faith bargaining and interference in the union's right to organize.

AFA President Susan Bianchi-Sand said the court's decision "is a great victory" for all flight attendants who must negotiate with carriers that refuse to bargain in good faith.

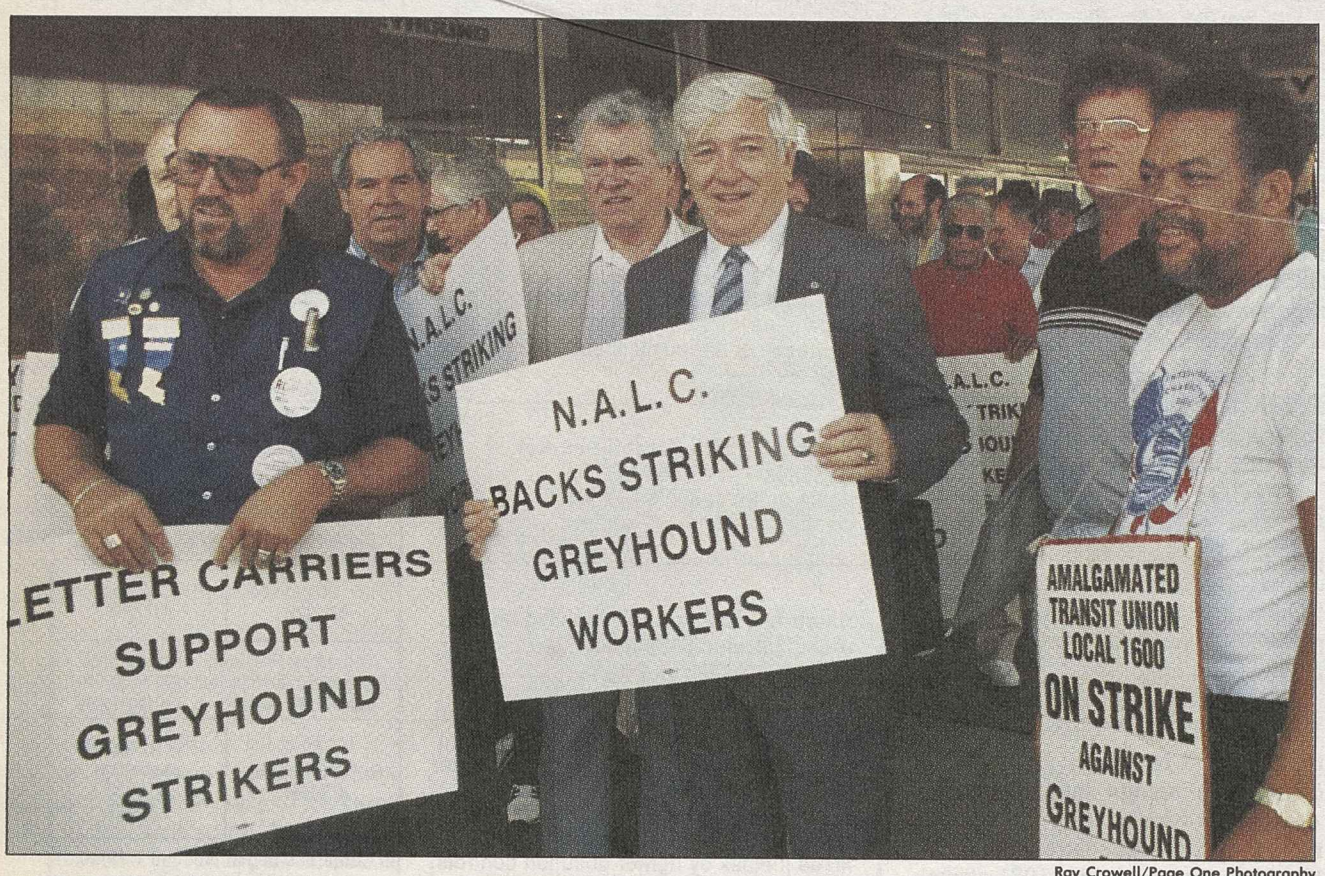
Judge Marsh noted Horizon's pattern of opposition to unionization, reflected in a section of the company training manual entitled "Union Avoidance." He pointed out that Horizon's senior vice president told attendants the company would "fight them all the way" if they organized and would replace "every damned one" of them if they struck.

In addition, the director of in-flight services said if the attendants got a contract, Horizon would breach it so frequently that AFA would be unable to afford to represent the flight attendants' many grievances.

Horizon refused to allow flight attendants on the negotiating team time off to attend bargaining sessions even though the union offered to pay their lost work time, the judge noted. Horizon's Thomas said their participation in negotiations was akin to voluntary activities such as the Kiwanis and should therefore be done on their days off. But he refused to meet on weekends when the flight attendant negotiator was available.

Horizon's "refusal to meet more than two or three days a month, its cancellation of negotiation sessions, and its refusal to meet on Mondays, Tuesdays, Friday afternoons and weekends delayed any significant progress," Marsh said.

The court forbade Horizon from bargaining directly with AFA members, as it did by sending attendants two questionnaires on overtime and premium pay while bargaining with the union.



Ray Crowell/Page One Photography

NALC President Vincent Sombrotto leads delegates in a rally supporting Greyhound workers in New Orleans.

NALC convention maps USPS bargaining

New Orleans

A record 7,600 delegates jammed the convention center here for the 57th biennial convention of the National Association of Letter Carriers, which was dominated by discussion of bargaining proposals for contract negotiations with the U.S. Postal Service.

NALC President Vincent R. Sombrotto outlined bargaining goals and said he would not be party to any contract with the Postal Service that does not include a substantial wage increase, continuation of cost-of-living adjustments in the present form or better, and provisions to improve the workplace.

''I promise you that we will make every effort to make the workplace a safer workplace, a better workplace to come to, one in which there can be peace and harmony instead of stress and anger,'' Sombrotto said.

Joint bargaining with the American Postal Workers Union began Aug. 28, four days after the NALC convention concluded. The current 40-month national agreement covering about 600,000 postal employees expires Nov. 20.

Sombrotto, a member of the AFL-CIO Executive Council, was re-elected by acclamation to a new four-year term as head of the 315,000-member union, which represents city delivery letter carriers in 50 states and other U.S. jurisdictions. Sombrotto is currently completing his 12th year as NALC president.

Among others re-elected without opposition were Executive Vice President Frank Conners and Secretary-Treasurer Richard P. O'Connell.

The 7,600 delegates who attended the convention far surpassed the union's previous convention high set two years ago in Portland, Ore. In all, an estimated 13,000 persons visited New Orleans in connection with the NALC conclave.

So huge was the throng that the NALC held a welcoming reception at the Louisiana Superdome, home of several Super Bowl football games.

In his keynote address, Sombrotto voiced the union's support of President Bush's decision to send U.S. troops to the aid of Saudi Arabia, but emphasized that would not deter NALC's outrage over the president's veto of Hatch Act reform legislation and the administration's effort to force NALC out of the government's health benefits programs.

''I want President Bush to know that we support the embargo of Iraq,'' Sombrotto said. ''But he must understand that we will fight against every activity that draws an embargo on our right to participate as full and free American citizens in this country.''

The convention unanimously approved a resolution to support the NALC Health Benefit Plan with a commitment of the union's resources to offset attacks by the Bush administration's Office of Personnel Management against continuation of the plan.

On the final day of the convention, Sombrotto and the NALC executive council led a group of delegates in picketing at the main Greyhound terminal in New Orleans in support of New Orleans Local 1600 of the Amalgamated Transit Union in the nationwide strike.

Key members of the House and Senate, including Sens. J. Bennett Johnston and John Breaux, both Louisiana Democrats, and several members of the House Post Office and Civil Service Committee, addressed the delegates. Joe Valasquez, director of the AFL-CIO Department of Community Services, urged more activism on social issues.

Delegates voted to hold the 1994 convention in Atlantic City, N.J. The 1992 convention site, chosen two years ago, will be St. Louis.

Right-to-work group hit for frivolous suit

Boise, Idaho

The National Right-to-Work Committee's Legal Defense Foundation, under court order, has paid $14,000 to cover legal costs the Carpenters' Western Council of Industrial Workers incurred in defending itself against a $70 million lawsuit instigated by the RTW foundation six years ago.

The Idaho Supreme Court unanimously concurred that the RTW suit against the council was pursued frivolously, unreasonably and without foundation. The ruling followed six years of litigation, marked by procedural delays and non-response by the plaintiffs — a group of scab workers and their spouses.

The case was instigated by the National RTW Committee, which advertised in a local newspaper, offering to provide attorneys and cover legal costs.

It filed the case in April 1984 on behalf of eight ''plaintiffs'' who were former members of a Carpenters local in Bonners Ferry, Idaho. But over a two-year period, the district court failed to get the plaintiffs to provide proof of the charges they made against the union. In October 1987, the court dismissed the case. The RTW Committee appealed on behalf of the eight to the state Supreme Court.

In a final comment regarding the judgment, the high court noted, ''This is reminiscent of the story of the man who murdered both his parents, then threw himself on the mercy of the court because he was an orphan!''

NABET files labor charges against NBC

The Broadcast Employees and Technicians has filed unfair labor practice charges against the National Broadcasting Corp., charging the company failed to bargain in good faith and implemented a final contract offer prior to reaching an impasse.

NBC has retaliated by downgrading some of the 2,373 engineers, news writers, couriers, and traffic, communications and building service workers that NABET represents, and laying off three workers in Chicago, according to NABET spokesman John Krieger.

''We will continue to work under what they say is their final offer,'' Krieger said. Although the union struck NBC for 17 weeks in the previous round of bargaining, he said NABET ''is not going to go that route yet.''

After filing charges with the National Labor Relations Board in New York City, the union offered through the Federal Mediation and Conciliation Service to resume bargaining, but the company refused.

Krieger said the union has adopted a ''wait and see'' attitude as the network is implementing the contract piecemeal with nothing being done about the workers' wages or benefits.

The ''final offer'' contains 3 percent pay increases in each of the first two years, a 5 percent bonus in the third year and a 4 percent raise the final year. It also permits an increase in the number of ''daily hires'' and allows outside producers using NBC facilities to use outside employees, Krieger said.

NABET is telling its members to file grievances whenever events occur that violate either the previous contract, which expired last March 30, or the proposal that NBC unilaterally imposed, Krieger said.

The offer implemented by NBC was the second one rejected by NABET members. The first company proposal was voted down by 83 percent of the members.

Broadcast union has Article XX sanctions lifted

Sanctions required under the AFL-CIO's internal disputes plan have been removed from the Broadcast Employees and Technicians, AFL-CIO President Lane Kirkland informed affiliates.

Kirkland said the union has ''fulfilled in all respects the requirements of Section 16 of Article XX of the AFL-CIO Constitution,'' dealing with the removal of sanctions imposed for non-compliance with determinations of the impartial umpire.

The sanctions had been imposed on NABET in October 1981.

The union is now ''entitled to full protection under the internal disputes plan as well as all other rights enjoyed by AFL-CIO affiliates in good standing,'' Kirkland said.

Steelworkers shape policies to meet issues of the '90s

Secretary-treasurer position is combined

Toronto

Rejuvenated by a series of recent organizing and bargaining gains, delegates to the Steelworkers' 25th biennial convention charted new horizons for the 1990s.

Adopting task force reports on the environment, freedom and democracy, the quality of life and international affairs, the convention also combined the secretary and treasurer posts into one, and reaffirmed organizing as the top priority.

USWA President Lynn R. Williams, addressing the union's first convention to be held in Canada, declared the union has returned "front and center as a force for positive political and social change."

Tom Fitzpatrick/USWA

Steelworkers President Lynn Williams addresses convention.

Williams recalled that since the last convention two years ago, the USWA "did some tough things" — including raising dues so "we could rebuild the strike fund, improve our educational efforts, build a better base for our political action and finance our organizing."

Williams told the 2,500 delegates that the USWA has negotiated 3,900 of its 5,650 contracts in the past two years with 95 percent being concluded without work stoppages.

Organizing over that period has added 24,000 new members as the union averaged a representation election or a card-check certification daily over the past two years, winning 517 of them.

The USWA leader underscored the convention's theme of "Solidarity, Vision, Progress" by detailing the gains made through solidarity with unions around the world, and the foresight that allowed industry-wide concessions of the mid-1980s to become investments for the future.

"We're interested in progress," Williams said, "and any corporation that wants to deal with us constructively and in a problem-solving way, we're more than willing to do that. But if they try to use (current) economic difficulties to run over us and destroy us and our people, then we'll struggle and we'll fight just as imaginatively and just as vigorously, and in the end, just as successfully."

AFL-CIO Secretary-Treasurer Thomas R. Donahue recounted for delegates the adversities unions faced in the '80s and declared, "This is the 1990s, a time of recovery for wages, a time for better benefits and improved buying power for members of the Steelworkers."

Pointing out that the AFL-CIO Committee on the Evolution of Work has studied the Canadian system and its labor laws, Donahue said, "The basic ingredients of a decent labor law are still lacking on our side of the border."

In a constitutional change, delegates combined the posts of secretary and treasurer. Secretary Ed Ball holds the new office as of Sept. 1, the date Treasurer Jim McGeehan retired for health reasons. McGeehan, 67, addressed the convention via videotape.

The convention also raised the president's annual salary to $105,000, the secretary-treasurer and vice presidents' pay to $85,000 and directors' salaries to $65,000.

The delegates, in a show of solidarity with 10,000 striking USWA members at Stelco Inc., marched into the heart of the financial district to the steelmaker's headquarters. Leo Gerard, USWA Ontario district director, said Stelco proposed changes in the cost of living adjustment (COLA) that would cut payments in half. "We told Stelco we're not interested in diet COLA. We want classic COLA."

The convention unanimously adopted a task force report on freedom and democracy that urges reforms of labor laws in the United States and Canada to protect the right to strike and the right to organize and to promote democracy in the workplace.

The task force, chaired by Williams, stressed that in nations where the labor movement is thriving and workers actively participate through their unions, society at large enjoys more prosperity, better health care, more social and human services, better education, fuller employment and less crime. The successes of the nations of western Europe were not lost on the populations of Eastern Bloc nations, the report said.

The convention likewise approved a report on the quality of life and economic justice, produced by a task force headed by USWA Vice President Leon Lynch. It calls for a national health care system in the United States, protection of pensions, a full-employment economy, adequate and affordable housing, and improvements in civil, women's and human rights.

A task force report on international affairs, chaired by Secretary Ball, urges the inclusion of "a social clause" in the General Agreement on Tariffs and Trade and other such agreements, to guarantee workers the freedom of association and the rights to organize, bargain collectively and strike.

The delegates received first-hand testimony on these issues from four international labor officials: Daniel Dube, president of the National Union of Metalworkers of South Africa; Sister Lu Jing-Hua, an exiled leader of Workers' Autonomous Federation, China; Marcello Malentacchi, general secretary, International Metalworkers' Federation, Geneva, and Werner Schreiber, financial secretary, IG Metall, Germany.

A fourth task force report on the environment, chaired by Vice President George Becker, calls for actions to effectively deal with water and air pollution, toxic chemicals, acid rain, global warming, ozone depletion, deforestation and population growth.

Among the guest speakers were: Canadian Labor Congress President Shirley Carr, Democratic National Committee Chairman Ron Brown, NAACP Executive Director Benjamin Hooks, Rep. James Oberstar (D-Minn.), Ontario New Democratic Party leader Bob Rae and NDP Federal Leader Audrey McLaughlin.

In key resolutions, the USWA reaffirmed its commitment to organizing, pledged to work for a record voter turnout in November, urged repeal of the U.S.-Canadian Free Trade Agreement, recommended a steel-specific international agreement be negotiated during the Uruguay Round of trade negotiations, backed a continued comprehensive education and training program, called for stronger job safety and health standards, emphasized the need for more union political action committees, and readopted the union's national and state legislative policy agendas covering labor, environmental, economic and social issues.

Wheeling-Pittsburgh pact extends USWA pattern for 5,500

By Arlee C. Green

The Steelworkers came a step closer to its goal of wage parity among all major steel producers when it reached a tentative contract with Wheeling-Pittsburgh Steel Corp.

The proposal, reached just hours before a strike deadline that could have set back the firm's Chapter 11 bankruptcy recovery, follows the USWA pattern set in contracts negotiated last year with Bethlehem Steel Corp., National Steel Co., and LTV Steel Corp. LTV also is operating under Chapter 11 protection.

The tentative pact is expected to improve the union's ability to extend the pattern to the nation's largest steelmaker, USX Corp., when those contract talks open later this year.

The proposed accord would provide the 5,500 USWA members an 11 percent share in Wheeling-Pittsburgh and a cash payment for past claims, a $3,000 ratification bonus, an immediate $1.50 an hour pay raise and 50-cent increases in each of the following three years.

USWA District 15 Director Andrew "Lefty" Palm said, "There's no question that this is a good contract, one that our members richly deserve after 10 years of sacrifices. There also is no question that the company can well afford this contract."

After learning of the contract's provisions at a membership meeting, USWA Local 1187 member Tony Ross said, "It's a breath of fresh air. It's something we had coming. No one was left out. It touches all bases. I can't say enough about our leaders, they hung tough to the end for us."

The presidents of the 13 local unions at Wheeling-Pittsburgh voted 12-1 for the contract and the USWA executive board provided a unanimous stamp of approval. Ballots are being mailed to members whose votes will be tallied in mid-September.

"It's a breath of fresh air...No one was left out. It touches all bases. I can't say enough about our leaders, they hung tough to the end for us." **— Local 1187 member Tony Ross**

The terms of the contract will take effect after confirmation of the reorganization plan by U.S. Bankruptcy Judge Warren Bentz. Earlier, the court had said it would not approve a reorganization plan unless a labor pact was ratified by the union and approved by the creditors.

It was the intervention of the other creditors that averted a strike. The USWA members on Aug. 12 firmly rejected a proposal providing them just 13 cents on the dollar for their $114 million in claims against the company, while other creditors would have gotten 74 cents on the dollar.

Wheeling-Pittsburgh's largest shareholder and creditor, New York investor Ron LeBow, led a group of creditors in negotiating with the USWA after the Aug. 12 rejection. Two days of talks resulted in the tentative accord that provides union members with 52 cents on the dollar.

Employees would receive 2.2 million shares of common stock, representing about 11 percent equity in the company, to cover the $26.8 million due from an employee investment program. They also would get cash payments totaling $37.75 million for wages deferred for a three-year period prior to the 1985 bankruptcy filing, and $14.25 million for other claims against Wheeling-Pittsburgh.

The $1.50-an-hour wage restoration would be retroactive to July 1 and 50-cent-an-hour increases would occur on April 1, 1991 and 1992, and on Jan. 1, 1993. The contract would expire on March 1, 1994.

The accord would restore a week of paid vacation and vacation bonuses, five holidays, incentive rates and premium pay for overtime on Sundays.

Half of the premium for optional major medical coverage for retirees would be paid by the company, and a special enrollment period would be established for retirees to sign up. Widowed spouses of workers who died prior to 1974 would receive $1,000 annually and spouses of those who died after 1974 will get $600 annually.

The proposal has a strong plant closing and successorship clause. If the company or a successor opted to close a plant, workers would get three years of SUB pay at $235 a week if they have 20 years' service or 15 years' service at age 55.

In addition, eligible workers would have their insurance premiums paid for five years, receive $25,000 at the end of that period and continue receiving their insurance coverage if they were eligible to retire. Any successor owner would be require to reach an agreement with the union before a sale could be completed.

Labor rallies press boycott of Greyhound

Supporters line up with ATU strikers

By Candice Johnson

Union members in seven cities brought their solidarity with striking Greyhound workers to the picket line, at rallies and demonstrations, as labor and communities continued to line up behind the Amalgamated Transit Union members.

The Aug. 24 support rallies were intended to remind the traveling public that the strike against Greyhound is solid and to urge continued support for the boycott of Greyhound services. Other events have been held by state and local AFL-CIOs to support striking ATU members and their families.

In Dallas, 75 unionists marched around Greyhound's corporate headquarters, passing out leaflets to the lunchtime crowd. Dallas and Tarrant County AFL-CIO officials joined members of the Communications Workers, Teamsters, Steelworkers, Food and Commerical Workers, UAW and other unions in support of striking ATU drivers and clerks.

A crew of union members who remained on the picket line at the nearby bus station, where an injunction limits the number of pickets, were joined by supporters after the demonstration.

Some 80 Atlanta trade unionists marched around the bus station, led by state and city AFL-CIO leaders. In Boston, about 50 union members joined ATU members on the picket line, urging passersby to boycott Greyhound services. They also called on local city officials to enforce a no-scab ordinance adopted in June.

In Washington, about 150 people walked a picket line in front of the terminal, then heard from AFL-CIO and ATU officials. Demonstrators included Mine Workers and supporters from Virginia, and members of the Carpenters, Seafarers, AFSCME, Graphic Communications Union, Machinists, Hotel Employee and Restaurant Employees, Teachers, Government Employees, Teamsters and others.

In Cincinnati, Greyhound strikers and their families were the guests of the city AFL-CIO at a Democratic Party fundraiser held near the bus terminal, where many of 150 unionists joined the Greyhound picket line.

Solidarity rallies also were held in Portland, Ore., New York and Detroit. In Portland, Brenda Bowman, daughter of Bob Waterhouse, the striking driver killed by a scab-driven bus in Redding, Calif., was among the speakers.

Bill Burke/Page One Photography

Union members display banners as they walk the picket line at the Greyhound terminal in Washington.

Michael Gutwig/Northwest Labor Press

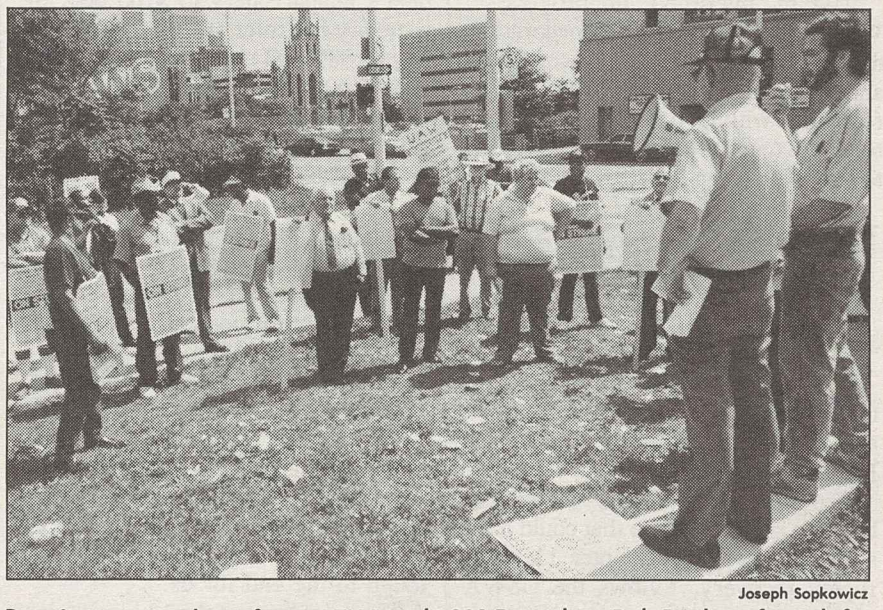
Oregon AFL-CIO President Irvin Fletcher addresses the crowd during the Portland rally.

At a rally held Aug. 10 in Harrisburg, Pa., 11 unionists, including State AFL-CIO President Bill George, Executive Vice President Judith Heh and AFL-CIO area representative A. G. "Bobby" Fouche, were arrested outside the bus station during a rally of more than 150 supporters.

Police said union supporters were trying to block a bus from entering the station, although witnesses said the bus was stalled.

The unionists, charged with disorderly conduct and obstructing public passages, pleaded not guilty, and are awaiting a hearing date.

The 9,300 ATU members have been on strike since March 2. The bus line filed for federal bankruptcy protection on June 4 and faces National Labor Relations Board charges of unfair labor practices in the dispute.



Joseph Sopkowicz

Detroit supporters hear from ATU Local 1303 President Bob Rucker, front left, and David Hecker of the Detroit AFL-CIO.

ALPA quits creditor committee, protests Eastern 'sham'

In an angry protest, the Air Line Pilots withdrew from the unsecured creditors committee of bankrupt Eastern Airlines but pledged to continue to protect pilots' interests by monitoring the committee's actions and bankruptcy court proceedings.

Eastern and bankruptcy trustee Martin Shugrue had been pressing corporate committee members to remove ALPA from the creditors' group, the union said.

"The creditors have never been comfortable with our habit of calling Eastern down on its lies and misrepresentations to the committee," said Capt. Skip Copeland, who heads the Eastern pilots' master executive committee.

ALPA withdrew from the committee after a series of "unscrupulous legal maneuverings" by other creditors, who urged the bankruptcy judge to quash ALPA's subpoena for information on conflicts of interest by Eastern and corporate creditors, the union said.

"The bankruptcy examiner's report showed that there is plenty of evidence suggesting that Lorenzo ripped off hundreds of millions of dollars of vital Eastern assets before the bankruptcy," Copeland said.

In addition, "the bankruptcy judge finally had to remove Lorenzo and appoint a trustee, Eastern is under indictment for fraud and maintenance violations, and the airline is bleeding millions under Shugrue's trusteeship," Copeland declared. "But they're still trying to make labor the bad guy."

The Machinists also are facing efforts by Eastern and corporate creditors to remove them from the committee. The Transport Workers, who represent Eastern's flight attendants, also are on the committee.

The IAM criticized Shugrue for apparently abandoning efforts to win "labor peace" and for seeking to have the unions removed from the creditors committee.

Eastern also is seeking permission from the bankruptcy court to pay top executives a bonus of one year's salary if they remain with the carrier until it is reorganized or sold, and to give nonunion workers a guarantee of up to four weeks' severance pay if their jobs are eliminated.

Workers legally represented by unions — even those who crossed the picket lines or were hired to replace strikers — are not included in the plan, the Atlanta Constitution reported.

Solidarity a 100-percent reality in Nevada AFL-CIO

Rally at struck casino backs HERE members

Las Vegas

Nevada AFL-CIO convention delegates celebrated the 100 percent affiliation of the state's 83 unions with the state federation, demonstrating that solidarity at a rally at Binion's Horseshoe Hotel and Casino.

During a break from convention sessions, more than 3,000 union members marched through the city streets to the casino, where members of the Hotel Employees and Restaurant Employees Locals 226 and 165 have been on strike since Jan. 27.

The hotel workers struck the casino after talks to renew their contract, which expired in June 1989, broke down over the issues of health and welfare benefits, wages and working conditions.

The seven-block march, led by State AFL-CIO Executive Secretary-Treasurer Claude ''Blackie'' Evans, union officials and the Rev. Jesse Jackson, proceeded despite the refusal of city officials to issue a permit.

Police officers lined the route but made no arrests, despite threats by the city council that marchers would be jailed. In denying the trade unionists the right to march, city officials said the state federation had not filed for the permit in time. State AFL-CIO officials pointed out, however, that other parades had been allowed without organizers obtaining a permit.

The unionists got around the ban by winning assurance from the police that a peaceful march would not be stopped.

In convention sessions, the 189 delegates re-elected Evans and President Walt Elliot, and created an 11th vice presidential position to represent public employees in the southern Nevada area.

The convention adopted goals for the coming legislative session, including a fair-share bill that would require nonmembers in the right-to-work state to pay a fee for union representation, and endorsed candidates for statewide office.

Neal C. Lauron

More than 3,000 convention delegates march in support of HERE strikers at Binion's Horseshoe Hotel and Casino.

AFL-CIO regional director David Sickler credited state federation leaders Evans and Elliot for the full union affiliation. The Nevada AFL-CIO is the first state federation to achieve 100 percent participation by local unions.

Service Employees President John Sweeney, who heads the federation's committee on health care, told delegates that health care coverage ''is the number one issue'' and the number one battle in collective bargaining.

Of the 37 million Americans without health insurance coverage, about 60 percent are workers, Sweeney said, adding that it is up to organized labor to take its campaign for reform to Congress and the public.

ILWU three-year accord adds $2.15 an hour

The Longshoremen's and Warehousemen's Union ratified a new three-year contract with the Pacific Maritime Association that provides job security and a pay increase of more than 11 percent for 9,000 longshore and clerk members working at ports in California, Oregon and Washington.

The accord, ratified by 71 percent of those voting, raises the basic straight-time hourly rate $2.15 to $22.48 by the contract's end. In addition, the agreement reduces by 20 percent the number of hours needed to qualify for the basic rate, the union said.

The union also won an expansion of its industry travel program, which will allow maximum use of the registered workforce in anticipation of a slowdown at some Northwest log ports due to cutbacks in timber export operations.

The contract provides for maintenance of existing medical health and welfare benefits. The union noted that medical benefits now cost $70 million a year and, based on current increases, are expected to cost $100 million by the contract's expiration.

Pension payments were improved for active members retiring after July 1, 1990. The pension credits will go from $33 to $39 a month per year of service, bringing the maximum pension benefit to $1,365 a month. A 401(k) savings plan also will be established.

Current pensioners will receive an additional $3 per year of service over the term of the agreement, or a maximum increase of $105 a month for a pensioner with 35 years' service. Further, the ILWU won an increase in the life insurance benefits for current retirees.

Other improvements include a reduction to eight years' service to qualify for three weeks vacation, a 60-percent boost in the lifetime limit on major medical benefits, stronger safety language and a one-time opportunity for longshoremen certifiably unable to perform longshore work to retire on full pension as though they had worked to age 65. This will be available only from Oct. 1 to Dec. 31, 1990.

UFCW grocery contracts raise wages for 100,000

Food and Commercial Workers in southern California have ratified new 38-month settlements covering 80,000 grocery workers in 10 locals.

The agreement between the UFCW locals and the Food Employers Council Inc, representing six food chains, will be extended to another 20,000-30,000 workers covered by ''me-too'' agreements with retail stores that are not members of the employer group.

In separate votes, the agreement covering 73,000 clerks won an 88 percent approval vote and an identical contract covering 7,000 meat department workers was accepted by 94 percent.

The settlement provides hourly wage increases for both groups of workers of 60 cents in the first contract year, 55 cents in the second and 50 cents in the third. Those increases will raise the top scale for clerks to $14.70 and for meatcutters to $16.08 by September 1993.

The agreement includes stronger job security protections for full-time workers, calls for an increased employer contribution to the health and welfare plan — to $2.92 per hour worked by the end of the agreement — and an increase in pension benefits.

AFTRA's local in New York increases dues

The Television and Radio Artists' New York local approved by mail referendum a new dues structure, effective Nov. 1, 1990, which brings rates in line with the dues of Actors' Equity and Screen Actors Guild members, the local said.

The revised structure, approved 4,619 to 2,244, abolishes the ''bracket'' system and establishes a basic $85 annual dues for all members plus 1.5 percent of all income earned under AFTRA's jurisdiction above $2,000 to a maximum of $100,000. The $10 reduction due to interchangeability is retained for those holding memberships in more than one union. Further, the initiation fee will increase to $700.

AFTRA Executive Director Helayne Antler said, ''Not only does this mean we will be able to continue providing the members with those basic services to which they are entitled, but we will now be in a position to forge ahead in organizing cable (television), computerizing our Residual Department and dealing from strength in so many other areas that are crucial to the professional life of each and every AFTRAn.''

Labor, federal partnership spurs training

By Candice Johnson

AFL-CIO unions and state federations are developing job search and training programs to help workers in a broad range of occupations — from actors to auto workers — sharpen their skills or find new employment.

Working with state and federal job agencies and in cooperation with some employers, labor groups are expanding classroom and on-job-training programs and their involvement in federal training efforts.

After winning Labor Department or local private industry council approval, the initiatives are funded by the Labor Department's Office of Work-Based Learning or under titles of the Job Training Partnership Act.

The AFL-CIO Human Resources Development Institute has developed three demonstration projects designed to help upgrade the skills of still-employed workers through a combination of on-the-job training and classroom instruction.

The newest effort is a partnership between Electronic Workers Local 313 and Dresser-Rand Co., a turbine machinery manufacturer in Painted Post, a city in upstate New York.

The other projects involve Service Employees Local 6 and Food and Commercial Workers Local 1001 at hospitals in Puget Sound, Wash., and Machinists Local 751 at Boeing Co. in Seattle.

In North Dakota, building trades workers were able to upgrade their skills and earnings under a JTPA Title III program operated by the State AFL-CIO and the North Dakota Job Service.

There is a real need for retraining, with North Dakota's economy and the construction industry in a decline since 1985, said Jim Smith, the state federation's outreach worker on the project.

The program — which got underway in August 1988 — shut down in March 1990 after all funds were exhausted, Smith said, although both the Job Service and the state federation want to continue the program.

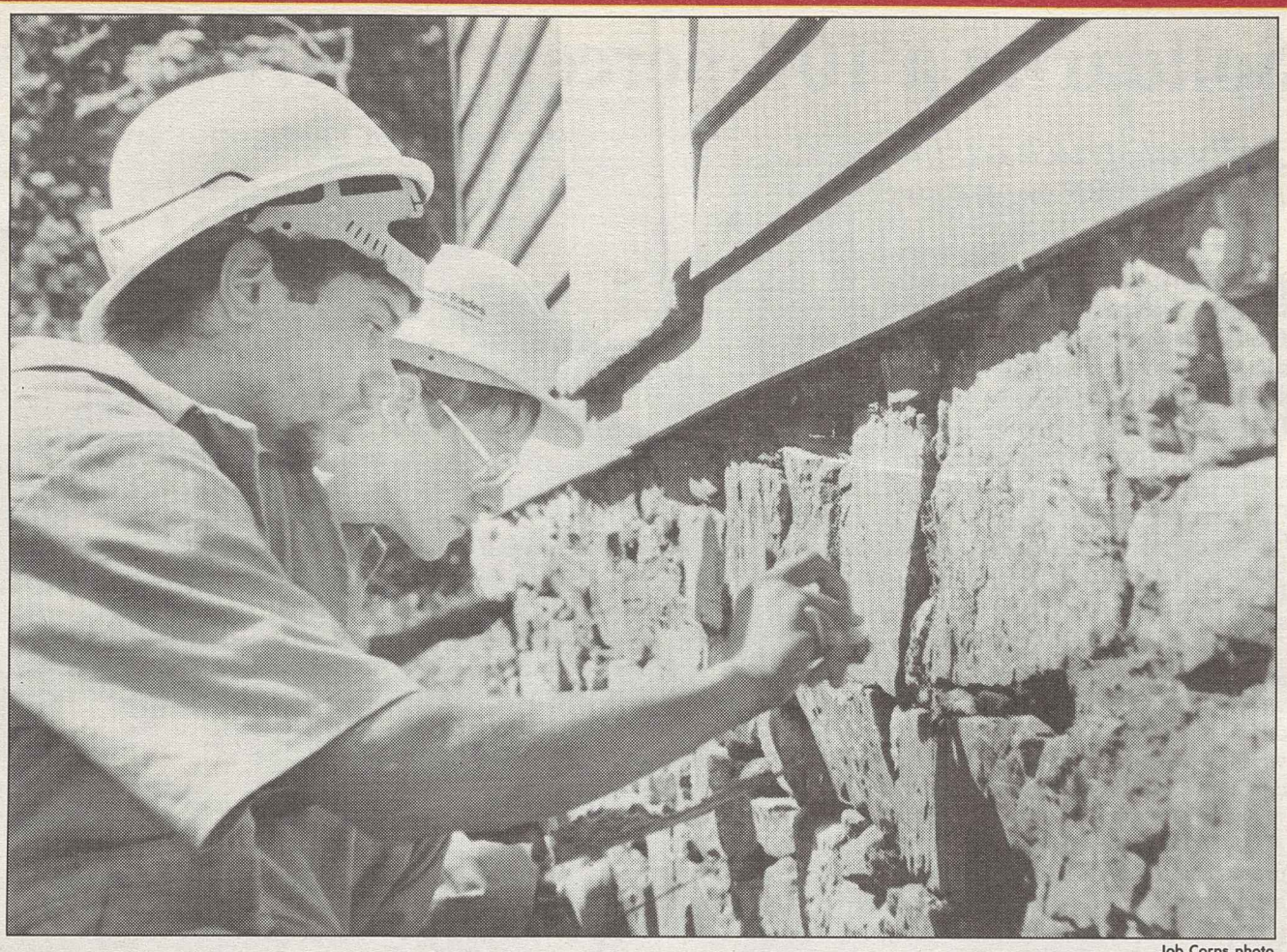
In Indiana, where thousands of railroad workers have lost their jobs, the state AFL-CIO is working to link jobless workers with JTPA employment and training services.

Under a grant from the state Department of Employment and Training Services, unions are surveying their members and planning workshops to tell railroaders about JTPA re-employment activities.

The Wyoming AFL-CIO has teamed up with Carpenters and Iron Workers locals to offer a work experience program for 40 young persons. In addition to learning basic instruction skills, the trainees are given help with remedial skills and in gaining their high school diplomas.

Other labor-supported training projects include:

- A JTPA program in New York City coordinated by Non-Traditional Employment for Women and building trades unions.
- A re-employment program for 3,500 members of Allied Industrial Workers Local 370 who lost their jobs due to layoffs by Whirlpool Corp. in Fort Smith, Ark. Scheduled to operate through June 1991, the program includes skill assessment, peer counseling, job search workshops and clubs, and job placement.



Job Corps photo

Young bricklayer trainees from the Job Corps put the finishing touches on restoration of the Mountain Gap School, a 19th century schoolhouse in Leesburg, Va. Five building trades unions are participating in the Job Corps' "Partners in Preservation" program to aid non-profit groups in restoring historic properties.

Women workers suffer family needs

By Candice Johnson

Working women in the United States, primarily responsible for the care of their children and sometimes of their elderly parents, are struggling to meet those needs with little support from employers or the government.

That is one of the findings in the 1990 Profile of Working Women conducted by 9to5, the National Association of Working Women.

The report, based on information for 1989 from the Bureau of Labor Statistics and the Census, reviewed the status of working women in terms of earnings, education, occupations and family responsibilities.

Some 56 million women are in the labor force, the report said, with 10.5 million women joining the workforce over the past 10 years, compared to 6.4 million men. By the year 2000, women are expected to make up 47 percent of the labor force.

But women still have a long way to go in terms of reaching wage parity with men, the study said, noting that the weekly paycheck of full-time women workers is only 70 percent of men's.

Poor women often are stuck in minimum wage jobs that do not allow them to keep pace with the rising costs of goods, housing and health insurance for themselves and their children, the report said. Twenty-nine percent of those without health insurance work full time. Nearly one-quarter of the homeless — 22 percent — hold full- or part-time jobs.

The profile found the government and employers unsupportive of the needs of working women.

"The U.S. lags behind 127 countries that have parental leave policies," it said, noting that three of five workplaces do not offer parental leave and only 2.4 percent of employers are covered by state laws that require parental leave. Fewer than 10 percent of businesses provide child care facilities.

The costs of child care are staggering for many working families and single mothers and are the fourth largest budget item for most working families after food, housing and taxes, the report found.

In other findings:

- More than one-third of all union members are women, up from 19 percent in 1956. A union card provides a real benefit in earnings, with unionized women clerical workers earning 34 percent more in median weekly earnings than their non-union counterparts.
- Less than 7.5 percent of all households have a working father, a homemaker mother and children under 18.
- The United States has the highest proportion of working women of any industrialized country with the exception of the Scandanavian nations.

OSHA asbestos retreat draws Laborers' fire

By Arlee C. Green

The Laborers declared an Occupational Safety and Health Administration proposal to delete regulation of worker exposure to tremolite, anthophyllite and actinolite fibers from the agency's asbestos standard is "scientifically flawed" and "impractical."

Dr. Knut Ringer, director of the Laborers' National Health and Safety Fund, and John B. Moran, director of the union's safety and health department, testified before an OSHA panel on the proposal.

Regulation of non-asbestiform minerals — tremolite, anthophyllite and actinolite — currently is contained in the agency's asbestos standard, which was released in 1986. OSHA that year stayed the regulation as it applied to the three fibers, an action that has been extended until Nov. 30, 1990.

OSHA proposed in February 1990 to drop the three fibers from the asbestos standard so it can consider alternative approaches to regulation.

Ringer and Moran stated the union's strong opposition to such action, stressing the lack of epidemiological studies showing the fibers are not harmful to humans.

Further, they said, "we know of no reliable analytical or practical methods to identify so-called 'safe' fibers," and "we know of no place in nature in which one mineral fiber occurs in splendid isolation and we certainly know of no human application of a single, isolated fiber type."

They predicted that it would be impossible to enforce a separate rule on the fibers and it would "place an incredible burden on the agency and on industry to show that only fibers 'acceptable' under the rule were in use at any given time."

The testimony noted that recent medical screening of the union's members found a "significant portion" with 20 years' experience in construction has clinical evidence consistent with asbestos disease. "They were told that asbestos is 'safe.' We don't want to repeat this tragic experience," they said.

"It is well established that OSHA has been unable to effectively enforce its already existing asbestos standard," said Ringer and Moran. "We don't believe the agency is ready to take on the additional regulatory burden which this rule would entail, and we do not believe industry would be prepared to accept such regulation, either."

The Laborers pointed out that current scientific literature "overwhelmingly leads one to the following critical finding: it is the length and width that are the most predictive features of a fiber's potential to damage human health. Apart from this, there is no evidence to suggest that 'non-asbestiform' fibers act differently from asbestiform fibers."

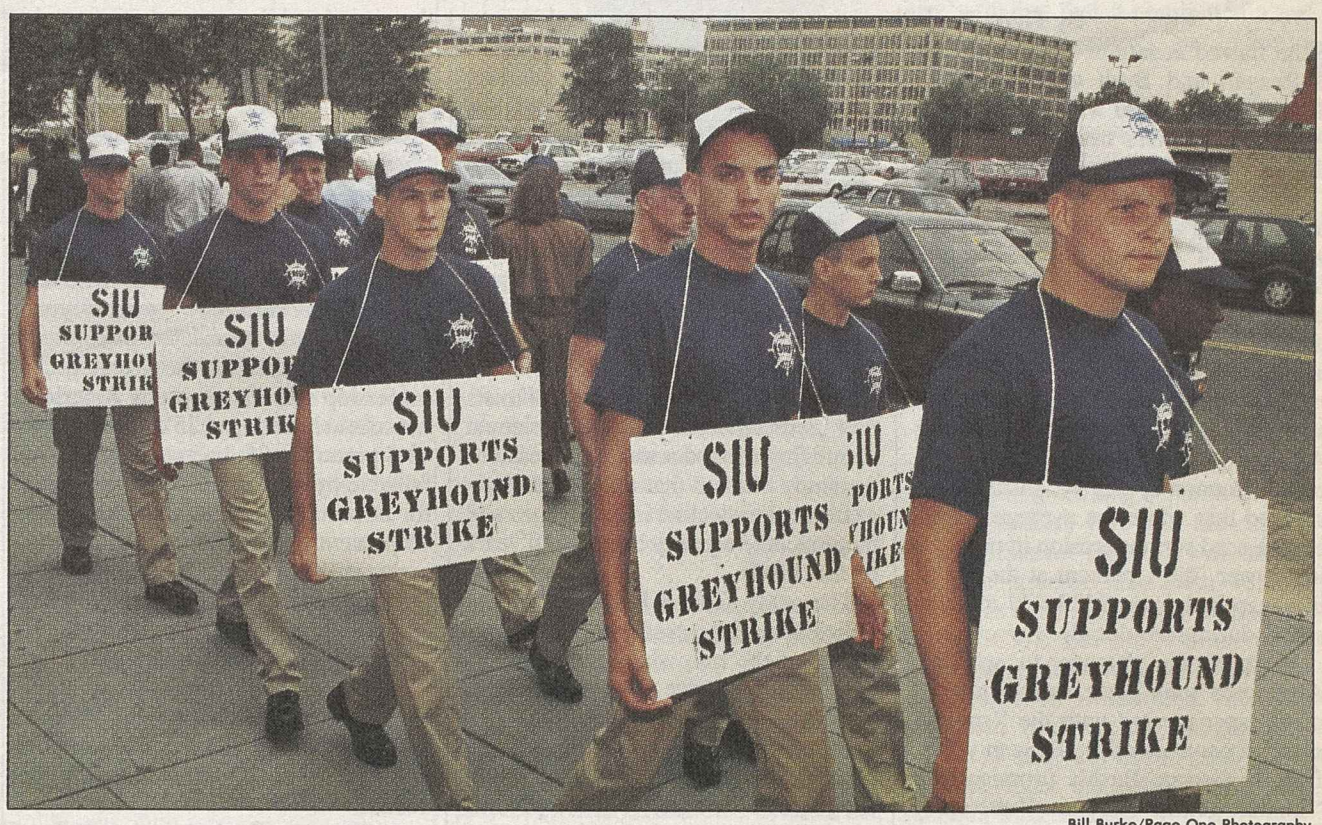
Their testimony also noted a Finnish study that found in six cases of mesothelioma that the predominant fiber type found in the lungs upon autopsy was anthophyllite.

Union members respond to call in Persian Gulf

Continued from Page 1

are both irrational and dangerous,'' Kirkland said.

The recent events in the Middle East also ''sharply underscore the mistake of abandoning the pursuit of a national energy policy that would decrease our reliance on oil from unstable sources and protect consumers from profiteering and greed,'' Kirkland said.



Bill Burke/Page One Photography

Seafarers, called up for duty to the Persian Gulf, were on the march at a Greyhound rally in Washington.

Unions respond to call

The Seafarers were calling on all members, including physically fit pensioners and inactive members, to fill manning assignments. In a letter to Capt. Warren G. Leback, the head of the Maritime Administration, SIU President Michael Sacco said the ''officers, port agents, members and staff of the SIU have been notified to take all necessary steps to meet our role in the nation's defense strategy during this time of national emergency.''

The Marine Engineers also were quick to respond. MEBA President C.E. DeFries wrote President Bush that ''already we are at work crewing vessels carrying supplies to the Persian Gulf area and vessels soon to be dispatched as part of the buildup. America's merchant marine and those who man its ships are ready, willing and able.

And spokesmen for the Masters, Mates and Pilots and for MEBA District 2 said their unions were busy filling officer positions on reserve vessels called into service.

''Besides managing 11 prepositioning ships operating in the Middle East, we just filled positions for nine break-out (reserve) ships and are expecting a call-up for nine more,'' said MMP President Robert Lowen. ''We understand they're also activating as many as 40 more boom ships, which will require boom mates.''

''We've been very busy asnwering the call for mates, engineers and radio operators needed on these specially built cargo vessels,'' said Ed Kelly, spokesman for District 2. ''Of course, if we had a maritime policy in this country, it wouldn't be so hectic in a time of national emergency.''

Already in the gulf

The maritime unions are crewing a number of prepositioning ships and sealift tankers already in the Persian Gulf under contract to the Navy's Military Sealift Command and some 40 ships recently activated from the Ready Reserve Force. These include 17 fast sealift vessels for heavy weapons, 13 ships for general cargo, five barge-carrying ships, two aviation logistics supply ships and two auxiliary crane ships to load and unload container freight.

In addition, crews from both SIU and MEBA are aboard two hospital ships, the USNS Mercy and the USNS Comfort, two reserve vessels that recently shipped out from their berths in Oakland, Calif., and Baltimore.

Since much of the naval activity has centered on the East Coast, the Longshoremen and Warehousemen have been affected little by the military buildup in the Persian Gulf, although they were involved in the loading of the USNS Mercy in Oakland and several of the reserve cargo vessels moored near San Francisco.

Longshoremen, who load military and civilian support ships leaving East Coast ports, ''are fully involved in the Persian Gulf support effort,'' said Retired Army Gen. Hank Delmar, who coordinates ILA training programs.

Working on Labor Day

ILA President John Bowers asked his union locals to ''work uninterrupted'' on Labor Day in order to continue loading military cargo and equipment.

''We are all aware of the significance of Labor Day observance by all union members,'' Bowers wrote to ILA members. But because of the Mideast crisis, he said, ''I am requesting that if your services are necessary to load military cargo and equipment, that we all work uninterrupted on Sept. 3. Whatever is necessary, we will do.''

Bowers instituted the training program last year for Longshoremen loading weapons and explosives on ships at the Sunnypoint Military Ocean Terminal in Wilmington, N.C., and Navy facilities in Norfolk, Va., and Jacksonville, Fla. According to Delmar, the classes ''teach Longshoremen the different chemical properties of explosives and other hazardous material, and how to handle them.''

Longshoremen do most of the loading of military ships in addition to their commercial duties. They were not affected by the call-up of reservists, although many reserves in other occupations were called to assist in cargo handling.

Military reservists can return to their old jobs with no loss in seniority, but the loss of pay and benefits in the meantime promises to be a hardship for their families. Some employers planned to pick up part or all of the lost wages and benefits for varying periods of time, although 11 of 29 companies responding to a survey conducted by Hewitt Associates had no plans to continue the employees' pay, and 18 of the 29 said they won't continue medical benefits, the Wall Street Journal reported.

Among the companies saying they would make up lost time and benefits was Union Pacific Corp., which will do so indefinitely, and regional telephone companies Nynex, for six months, and Pacific Telephone, for three months for those without dependents and for six months for those with dependents. General Motors offers to make up the pay for 30 days, but is considering extending that period, while Ford and Chrysler also are studying plans to offer extended pay and benefits.

Reservists' pay, benefits

Government workers called to active duty were given a financial boost when the Office of Personnel Management announced it was asking federal departments and agencies to pay the employees' share of medical insurance costs for a year, and to keep reservists specific jobs open until they return from military duty.

AFL-CIO employment specialist Mark Roberts said ''it is unusual in recent years for the federal government to be considered a model employer in going beyond the letter of the law to protect the reservists.'' He expressed the federation's hope that private employers would heed the government's call and follow suit.

The Internal Revenue Service is expected to rule whether employers are required to continue reservists' dependent health care coverage for six months, at the employees' expense, as mandated when an employee leaves a job. The IRS reportedly has argued with the Pentagon that the military Champus medical plan must pick up the dependent costs.

Assured of getting back jobs

Reservists in government and the private sector are assured of getting their old jobs back if they meet certain requirements, the Labor Department said:

- They have held an ''other than temporary'' civilian job (but not necessarily a ''permanent'' job).
- They leave the civilian job to go on active duty.
- They receive a certificate showing satisfactory service.
- They seek re-employment with the pre-service employer within 31 days.

''The returning service man or woman does not get back onto the seniority ladder where he or she left it,'' said Thomas E. Collins III, assistant secretary of labor for veterans' employment and training, ''but at the point that would have been reached without the interruption for military service.''

Reservists and National Guardsmen who might be called into service during the military buildup in the Persian Gulf can find out their job and reemployment rights in a booklet published by the Human Resources Development Institute. ''A Guide for Organized Labor on Veterans' Rights, Benefits and Obligations'' is available through HRDI. Call 202/638-3912.

Broken promises land Cook's Champagne on boycott list

Cook's Champagne has been placed on the AFL-CIO boycott list in an effort to help win a fair contract settlement for members of the Distillery Workers at Guild Wineries and Distilleries in Modesto, Calif.

Give-back demands from management stalled negotiations on new contracts that Distillery Workers Locals 45 and 186 have sought for the past year.

''There have been no negotiations for weeks and none are scheduled,'' said Kathy Dalsis, spokeswoman for the union. ''We are continuing to work while we fight the company's campaign of lies and ultimatums.''

The union has been saddled with a string of broken promises by Guild Wineries since 1983, when members agreed to a three-year freeze on wages and benefits to help the company overcome a financial pinch. It had promised to return to a standard contract as soon as profitability was restored.

In 1986, after the company contended that it was still in a dire economic condition, union members accepted cuts in benefits as well as wage reductions ranging from 3 to 25 percent.

During the ensuing three years, Guild Wineries showed distinct signs of prosperity, reflected by major capital purchases, top-shelf advertising campaigns and raises to select employees.

But when contract negotiations opened, the company refused to recognize the past six years of worker concessions and demanded further givebacks: reductions in medical coverage, loss of medical benefits to future retirees, lower pension contributions and smaller premium payments.

What pay raises the company is offering will be wiped out by out-of-pocket medical payments, the union said. For most of the workers, the pay scales would stay below the 1983 levels for the entire term of the contract.

Study ties worker losses to flawed policies

By Gene Zack

The flawed economic policies of the Reagan and Bush administrations drove down the real wages of average American workers nearly 10 percent during the 1980s.

While living standards worsened for most workers and their families, the wealthiest 1 percent of the nation's families reaped increases of 74 percent in their incomes, widening still further the gap between the very rich and the average American.

Those conclusions highlight a new study, "The State of Working America," released by the Washington-based Economic Policy Institute. It showed that while the average family experienced serious erosion in purchasing power, the 1 percent at the top of the heap had some $233,000 more to spend during the decade.

Most of the damage to working Americans took place as the government experimented with the "supply-side" economics of the Reagan years. Despite George Bush's promise of a "kinder, gentler America," the study emphasized, two years into the Bush administration "has done nothing to reverse the negative trends" reported by the institute in a similar analysis published in 1988.

Economists Lawrence Mishel and David Frankel, authors of the new study, emphasized that the deterioration in incomes for most Americans occurred at a time when unemployment was dropping and the nation was enjoying what the White House billed as the longest-running economic recovery of the postwar era.

Pointing out that many economists now predict that the United States could be moving toward a sèrious recession, the study warned that this could mean a still further decline in real wages and more income equality in the early years of the 1990s.

The study faulted Reagan-Bush tax policies that increased the after-tax incomes of the rich while adding to the burden of regressive taxes paid by most workers.

Payroll taxes, borne almost entirely by workers in the bottom 95 percent of the population, rose from 6.5 percent of family income to 8.6 percent during the period, while corporate taxes paid by the wealthiest 1 percent of families fell from 8.8 percent of income to a mere 3.7 percent.

Over the past decade, the report said, "a steadily increasing percentage of working Americans discovered that the common benchmarks of a decent standard of living — home ownership, health care coverage and a good education for their children — were beyond their economic means."

During that period, the overall home ownership rate among young American household heads aged 25 to 29 fell from 43.3 percent to 35.4 percent; employers failed to provide any medical insurance for 24 percent of full-time workers and 75 percent of part-timers, and government spending cuts bit deeply into public financing of primary, secondary and college education.

Among the report's findings:

- Deteriorating wages caused an increase in the percentage of multiple jobholders in the workforce — up from 4.9 percent to 6.2 percent during the decade.
- The drop in real wages was accompanied by a decline in the value of such fringe benefits as pensions and health insurance. In the 10-year span, the real value of hourly fringes fell 13.8 percent.
- Young workers were the group most adversely affected by the drop in wages. A male high school graduate with one to five years' work experience was earning 18 percent less in wages than his counterpart did a decade earlier, and young black men aged 25 to 34 were earning 21.6 percent less.
- The two lowest paying industries — retail trade and services — accounted for 76.5 percent of all the new jobs created over the past ten years. This shift has resulted in a significant increase in the percentage of part-time workers and added to the growing problem of underemployment.

The study also compared U.S. workers with those in other countries, particularly America's trading partners. While the nation still leads the world in per capita income, Mishel and Frankel said, a larger percentage of the American population lives in poverty than in other industrialized countries.

Public sector contract gains averaged 5.1%

Public employee unions negotiated wage increases averaging 5.1 percent a year in major contract settlements during the first half of 1990, the Bureau of Labor Statistics reported.

The agreements, covering 1,000 or more state and local government workers, replace contracts negotiated in the last three years that provided average first-year increases of 4.7 percent and 4.6 percent a year over the term.

BLS said that 322,000, or 13 percent of the 2.6 million public employees included in its overall series are covered by the current report.

New contracts for state workers generally are front-loaded, with first-year increases averaging 6.1 percent and annual raises over the term averaging 4.6 percent. Conversely, contracts for county and municipal workers average increases of 4.8 percent in the first year and 5.3 percent a year over the term.

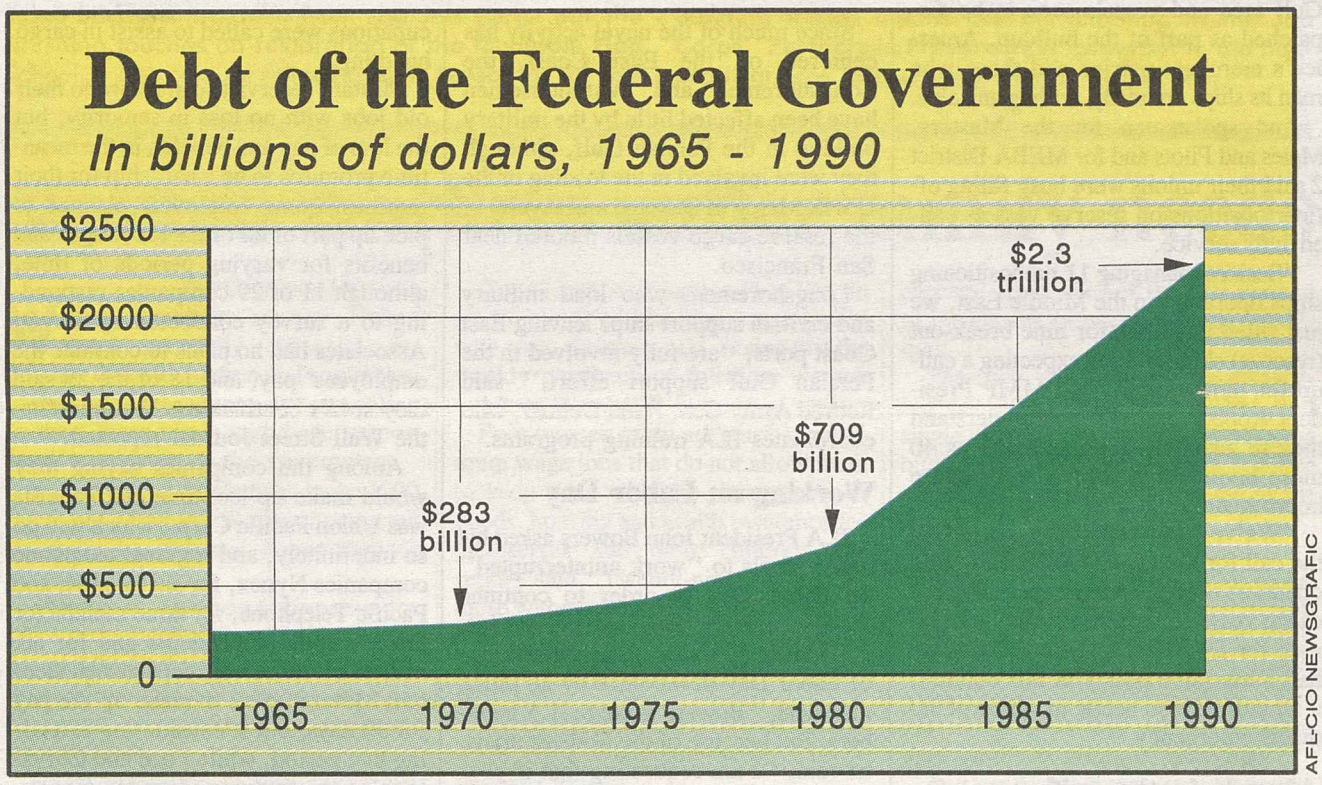
BLS said public education contracts cover nearly 40 percent of the workers in the study and provide average annual increases of 5.8 percent. Both teaching and support staff are include in the group.

Raises for general government and administration workers average 5.1 percent in the first year and 4.5 percent a year over the term. For health care employees, first-year raises average 5.9 percent and 7.7 percent over the term.

For bargaining units of 5,000 workers or more, first-year compensation gains average 5.5 percent and 5.4 percent over the term, BLS said. This group includes 104,000 local government workers receiving first-year raises of 5 percent and 5.7 percent over the term, and 44,000 state employees with raises of 6.8 percent in the first year and 4.6 percent a year over the term.

BLS reported earlier that private sector settlements in the first half of 1990 brought average wage gains of 4.2 percent in the first year and 3.8 percent a year over the term for bargaining units of 1,000 or more.

For private sector bargaining units of 5,000 or more, the gains amounted to 5.2 percent the first year and 4.2 percent over the term.



Source: Office of Management and Budget

The federal debt has tripled since 1980 as a result of the Reagan-Bush budget deficits.

Good news tempered by Mideast crisis

By John R. Oravec

Upbeat news on the economy — July's moderating consumer prices and June's seven-year low in the foreign trade deficit — has been tempered by the Middle East crisis. While analysts expect the crisis to hit home with a vengeance in the coming months, consumers already have felt the sting.

Even before the government reported that the July price index for urban wage earners (CPI-W) edged up just 0.3 percent, while the cost of gasoline dropped 0.4 percent, gas stations across the country were jacking up pump prices 13 to 16 cents a gallon.

Meanwhile, the economy inched ahead in the second quarter at a disappointing 1.2-percent annual rate, raising more concerns that a full-scale recession was in the offing.

The weak advance in the real gross national product — the nation's total output in goods and services — is the fifth quarter in succession that the economy grew at less than a 2-percent rate, far below the pace economists believe is needed to keep unemployment from rising. The GNP edged ahead at a 1.7-percent rate in the first quarter, the Commerce Department said.

Gas prices were hiked within days after Iraq invaded Kuwait on Aug. 2. Increases at the pumps by mid-August averaged 12 cents a gallon, which alone, according to some experts, would push up the government's CPI 0.5 percent.

Analysts also warned that the ripple effect of the fuel prices, including higher air fares and added trucking costs, would raise most consumer cost components.

The price hikes came despite the lowest per-barrel costs of petroleum products in 1990. In June, the Commerce Department reported, the United States imported 252 million barrels of oil at a unit cost of $14.61. Since the Kuwait invasion, the spot price of oil has more than doubled — soaring to $31 a barrel in late August.

AFL-CIO economist Arnold Cantor said the price increases pointed up the need for "immediate action to protect workers, consumers and the economy from the price-gouging and profiteering of some oil companies."

Analysts at the American Automobile Association expected the retail price of a gallon of gasoline, which averaged $1.24 the week of Aug. 20, to soon rise to $1.50 a gallon.

June's lower oil costs helped trim the June trade deficit to $5.1 billion, the lowest in seven years, as the petroleum imports eased to $3.7 billion — down $0.6 billion from May, the Commerce Department said. Total imports eased to $39.4 billion while exports rose to a record $34.3 billion.

Even so, the deficit in manufactured goods widened to $6.9 billion as imports of $33.1 billion swamped exports of $26.2 billion.

The Bureau of Labor Statistics said food price increases moderated in July while energy prices declined. Over the last 12 months, the CPI-W was up 4.7 percent.

BLS said real average earnings of production workers rose 0.3 percent from June, but were down 0.7 percent from July 1989.

In a separate report, the Commerce Department said housing starts fell 2.6 percent in July, the sixth consecutive monthly drop. Housing units were started at an annual rate of 1.15 million, the lowest rate since September 1982.

Pilot child care project taking its first steps

Chicago Labor's Working Family Committee is several steps closer to opening its first pilot child care center, to be located on the campus of the George Meany Center.

With a start-up budget goal of $120,000, the committee has raised $97,000 so far after outlining the program to AFL-CIO affiliates, AFSCME President Gerald McEntee, chairman of the committee, told the AFL-CIO Executive Council.

This ''family services revolving fund'' will be used to support the child care center, a referral network and a guide for unions seeking to meet child care needs, McEntee said. The committee also is seeking ''in-kind'' contributions from participating unions.

The group also is planning to develop another center in the downtown Washington area. The pilot projects are designed not only to help working families, but to demonstrate that unions are involved first-hand in seeking to address the problems of child care, McEntee said.

The Meany Center pilot, to be operated by a non-profit corporation independent of the AFL-CIO, would be open to union members and staff and would provide pre-school and drop-in care, as well as emergency care for pre-registered parents.

The committee plans now call for up to 20 pre-school children to be enrolled for the Meany Center program, with more children — perhaps 60 to 80 in the downtown center. Experiences with the pilots would then be shared with affiliates in hopes of extending day care programs to other localities.

The project was initiated by the AFL-CIO Public Employee Department and the federation, following earlier efforts to determine whether a child care program for AFL-CIO union members and staff was workable.

A PED survey of 1,200 employees of national unions and the AFL-CIO in the Washington area found that more than half of those responding experience some difficulties in combining family and work responsibilities.

Joining McEntee on the committee are Executive Council members William Wynn, Food and Commercial Workers; Joyce Miller, Clothing and Textile Workers; John Sweeney, Service Employees; Lynn Williams, Steelworkers; Morton Bahr, Communications Workers; Gene Upshaw, Professional Athletes; Jay Mazur, Ladies' Garment Workers; Lenore Miller, Retail, Wholesale and Department Store Union; Susan Bianchi-Sand, Flight Attendants; John Sturdivant, Government Employees, and Richard Trumka, Mine Workers.

Teachers get 'Heritage' guides

The George Meany Memorial Archives is developing a series of teacher guides to expand the labor history lessons found in ''Labor's Heritage,'' the archives' award-winning magazine.

The first guide, ''The Company Store,'' helps students understand the influence of the company store on the lives of miners and their families in the early 20th century.

Director Stuart Kaufman said the archives planned to develop two teachers' guides each year, adding that the guides would encourage the use of ''Labor's Heritage'' in school curricula.

Under the archives' ''adopt-a-library'' program, unions, AFL-CIO state and local bodies and individuals are providing Labor's Heritage subscriptions to schools and libraries.

These include the Communications Workers' Joseph A. Beirne foundation, which purchased 100 subscriptions, and the Carpenters, which ordered the publication for schools throughout California.

Local unions of the Teachers, Teamsters, Service Employees, Carpenters and other affiliates also have purchased subscriptions at $10 per year for area secondary schools and libraries.

AGMA covers cancelled show

The Musical Artists are distributing $200,000 guaranteed to nearly 130 choristers, dancers and principal performers who signed union contracts for the canceled productions of Aida.

The production, which was planned for performances in Seattle, San Francisco, New York and Boston, was canceled four days before the scheduled performances at Giants Stadium in the New Jersey Meadowlands.

AGMA Executive Secretary Sanford I. (Bud) Wolff, on learning a principal investor had withdrawn support for the project, drew $200,000 on the letter of credit the union demanded to be posted to cover the salaries of the performers.

''It is unfortunate that this spectacular and ambitious project has been canceled,'' Wolff said, ''but we are gratified that AGMA members have been protected.''

Twenty pioneer trade unionists were inducted into the Northern California Hall of Fame on July 27. Taking part were **John F. Henning,** executive secretary-treasurer of the California AFL-CIO, which created the hall, **Art Pulaski** of the San Mateo County AFL-CIO, Rep. **Barbara Boxer** (D-Calif.) and **Walter Johnson,** executive secretary-treasurer of the San Francisco AFL-CIO and president of the Labor Foundation.

Inducted into the hall were **Chet Bartalini** of the Carpenters, **Harry Bridges** of the Longshoremen's and Warehousemen's Union (ILWU), **Michael Casey** of the Teamsters, **C.L. Dellums** of the Sleeping Car Porters, **Hugo Ernst** of the Hotel and Restaurant Employees (HERE), **Andrew Furuseth** of the Sailor's Union of the Pacific, **Ernesto Galarza** of the National Farm Labor Union, **Dick Grouix** of the Alameda County AFL-CIO, **George Hardy** of the Service Employees, **Stan Jensen** of the Machinists and **Claude Jinkerson** of the Retail Clerks (now UFCW).

Also, **George Kidwell** of the Teamsters, **Jenny Matyas** of the Ladies' Garment Workers Union, **Joseph Mazzola** of the Plumbers, **Eugene Paton** of ILWU, **Jack Shelley** of the San Francisco AFL-CIO, **Thomas Small** of HERE, **James Suffridge** of the Retail Clerks, **Olaf Tveitmoe** of the San Francisco Building Trades Council and **Ron Weakly** of the Electrical Workers.

A painting by **Ralph Fasanella** depicting the 1912 strike by textile workers in Lawrence, Mass., was on display in a U.S. Senate office building July 24-27 following a fund-raising reception at which Building and Construction Trades President **Robert A. Georgine** said the painting ''captures the true spirit of America's working men and women.'' Georgine was joined by Speaker **Thomas S. Foley** and Senate Majority Leader **George Mitchell** at the reception, which raised funds to buy the painting from a private collection.

The Television and Radio Artists and the Screen Actors filed a friends of the court — amici curiae — brief in support singer/actress **Bette Midler** in her legal battle with the advertising agency Young & Rubicam Inc. After Midler declined to appear in a commercial for the Ford Motor Co., the agency created a commercial based on an imitation of Midler's well-known voice.

A $400,000 jury award for Midler was appealed to the 9th Circuit U.S. Court of Appeals by the ad agency, which also is seeking to reverse the jury's finding that it committed a tort (a civil wrongdoing) in imitating Midler's voice.

The unions said that ''it is unconscionable'' that the agency ''motivated purely by self-interest and self-profit, could be permitted . . . to misappropriate her unique and distinctive gift purely for profit.'' The agency's ''problem is that it wanted the public to believe that Bette Midler endorses Ford automobiles. That is not a legitimate goal and Y&R's efforts to achieve that end were unlawful,'' the unions' brief said.

Evelina Marquez was named the new director of AFSCME's education and leadership training department, and **Bailey Walker,** who was the department's assistant director was named associate director. Marquez, 42, has worked as a field education coordinator for AFSCME and recently served in that capacity for the Hotel Employees and Restaurant Employees. She also conducted trade union training programs in the Caribbean and Latin America under the auspices of Public Services International.

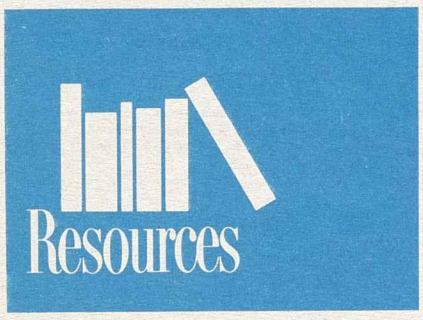
Trade union activist **Mollie L. West** was inducted into the Chicago Women's Hall of Fame for her ''unselfish and untiring efforts on behalf of the women of the City of Chicago.'' West, 74, has served as a delegate to the Chicago and Illinois AFL-CIOs, was a founding member of the Coalition of Labor Union Women in 1974, and held various positions in the Chicago CLUW and a member of the CLUW national executive board. She was a member of Chicago Typographical Union Local 16, the first woman delegate to an ITU convention and vice president of her local. She is currently a member of the local executive committee and chair of the constitution and bylaws committee.

DEATHS

D. Joe Masterson died of cancer at Humana Hospital in Louisville, Ky., on Aug. 20, just three weeks after being elected executive vice president of the Bakery, Confectionery and Tobacco Workers. He was 52.

In a letter to Masterson's wife, AFL-CIO President **Lane Kirkland** and Secretary-Treasurer **Thomas R. Donahue** said ''Joe's skills as a leader and his devotion to the well-being of the members of his union were recognized and respected by his many friends throughout the unions of the AFL-CIO . . .''

BCT President **John DeConcini** convened a special executive board meeting on Aug. 24 that elected **Frank Hurt,** the union's director of organization since 1982, to fill Masterson's post. International Representative **David Durkee,** chair of the BCT task force on youth involvement, was elected to fill Hurt's post.



PRINT

Five new legislative fact sheets on pending bills are available from the AFL-CIO Department of Legislation. They are **Unemployment Insurance Reform,** No. 101-14; **Reforming Federal Construction Safety Laws,** No. 101-15; **Balanced Budget Amendment,** No. 101-16; **Voter Registration,** No. 101-17, and **Textile Trade,** No. 101-18. Copies available in reasonable quantities. Spanish language versions of the **Family and Medical Leave,** No. 101-3, and **Child Care,** No. 101-9, also are available. Contact Vera Taylor at 202/637-5082.

Up with Fairness, Down with Deficits — The Federal Budget: a Labor Perspective outlines the AFL-CIO's positions on the federal budget and tax policies. Available from the Department of Economic Research.

Government Employees Local 1626 has produced its second **labor history calendar.** Single copies $3.50, bulk rates available. Contact AFGE Local 1626, Federal Center Room 1-G-10, Battle Creek, Mich. 49016. Telephone: 616/961-5471.

The Children's Defense Fund has issued its 1990 **Report Card, Briefing Book and Action Primer** on the needs of America's children. The publication includes an analysis of state investment programs for child health and well-being. Contact the Children's Defense Fund, 122 C St., N.W. Washington, D.C. 20001. Telephone: 202/628-8787.

One-Third of a Nation: A New Look at Housing Affordability in America, an Economic Policy Institute report by Michael Stone, finds that 78 million Americans pay so much for housing they cannot afford other necessities. Available for $10 from EPI Publications, M.E. Sharpe Inc., 80 Business Park Drive, Armonk, N.Y. 10504. Include publication no. 6-31-8 with order.

A Guide for Organized Labor on Veterans' Rights, Benefits and Obligations, a publication of the Human Resources Development Institute, outlines the job and reemployment rights of reservists and soldiers who leave jobs to serve on active duty. For more information, contact HRDI at 202/638-3912.

Kirkland: New era gives hope to U.S. workers

Continued from Page 1

a growing degree of public consciousness . . . that we are all locked together in a common boat.''

The fall of former Eastern Airlines boss Lorenzo, who was forced out by creditors, bankruptcy court and the tarnish of his own reputation as a union-busting corporate raider, should be ''an object lesson in folly that is a little broader than that particular pirate,'' Kirkland said.

''His example has demonstrated quite clearly that the consequences are not just the destruction of a good trade union . . . but the destruction of what would otherwise be healthy, viable companies and enterprises and at a cost to everyone who had a stake in those enterprises.''

Lorenzo's exit, Kirkland noted, left Eastern stockholders with stock worth far less per share than the price paid to Lorenzo for his shares, ''to get rid of him.''

Kirkland assailed the corporate management mentality ''typified by the Lorenzos of this world. They do not see an enterprise as anything other than an opportunity for quick gains. A theory has developed that you can borrow capital to acquire control of an enterprise and then transfer your debt to that company.''

''That leads to what happened at Eastern, to what happened at Greyhound and what has happened repeatedly in other places,'' Kirkland said. ''That is destructive of our ability to compete and it is destructive of our prospects of developing a management class that really is interested in production and real competition.''

Steve Yarmola/AFL-CIO News

Lane Kirkland answers questions from reporters during a roundtable news conference.

The United States has lost its competitive edge, Kirkland said, because corporate managers trained at Harvard Business School decide they can make 20 percent profit, instead of 10 percent profit, by moving their plants to other countries, where they can exploit cheap labor.

''To local owners, people in the community or in the workforce, 10 percent is enough,'' he said. ''Continuation of that place of employment has values and attributes for the community at large and for the workforce and their families.''

Kirkland said the AFL-CIO continues to support U.S. corporate investment in Central and Eastern Europe because ''this part of the world needs an influx of capital to develop conditions of economic and individual freedom.'' He noted that the federation has won commitments from the Overseas Private Investment Corporation that these enterprises will be insured with the proviso that the investor observes labor rights provisions of the International Labor Organization.

Kirkland said the AFL-CIO was first in the world to get worker rights included as a condition for government assistance, such as the OPIC program and tariff advantages for developing countries under the Generalized System of Preferences.

''But I would acknowledge some lesser success'' in getting the United States to deny GSP to specific countries the AFL-CIO judges as worker rights violators, Kirkland said. He vowed the AFL-CIO and its world trade union allies would continue to push for worker rights as a valid consideration in the overall trade talks, the General Agreement on Tariffs and Trade.

The AFL-CIO will continue to work closely with free trade unions in Europe and around the world, Kirkland said, with the expectation that strong unions abroad will strengthen labor in the United States.

''Most of our problems in terms of maintaining our membership are in the industrial area and that is because the factory today is global, that capital is infinitely mobile and flowing in pursuit of the cheapest labor.

''If you take that as a sound premise, the implication is that we have to organize on a global basis and that story in recent years has been one of success and rather dramatic achievement,'' he said.

INSIDE

VOLUME 35, NUMBER 18
SEPTEMBER 3, 1990

AFL-CIO NEWS

1 ***Daily News unions launch boycott drive***

New York Daily News unions kick off an advertiser boycott of the newspaper to build support for 3,000 workers still bargaining for new contracts.

1 ***Middle East moves have union backing***

AFL-CIO union members are playing key roles in the U.S. military buildup in the Persian Gulf, loading and ferrying equipment and going on active duty.

2 ***Kirkland in USSR for rights conference***

In his first visit to the Soviet Union, AFL-CIO President Lane Kirkland leads a union delegation to an international human rights conference in Leningrad.

3 ***Unions blast federal furlough, pay plans***

Federal employee unions criticize a Bush administration proposal that calls for raising federal salaries a meager 3.5 percent, as government workers are told to prepare for furloughs.

8 ***Labor helps broaden job training efforts***

With help from the Labor Department and the Job Training Partnership Act, labor groups are expanding workplace initiatives to help workers sharpen their skills or gain new employment.

10 ***Rich get richer still as wage gap widens***

Real wages took a nose dive for most workers and their families in the 1980s, but the wealthiest 1 percent of the nation's families posted earnings increases of 74 percent, a study finds.

UNION YES

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AFL-CIO NEWS

VOLUME 35, NUMBER 19 SEPTEMBER 17, 1990

LABOR DAY

A youngster dances in celebration during the New York Labor Day parade. **See page 5.**

Health care: The hearings begin

By Candice Johnson

The AFL-CIO opens its regional hearings on health care Sept. 20 in Providence, R.I., where a high proportion of elderly persons crowds health care facilities and where most of the uninsured are under the age of 30.

Most Rhode Islanders without health insurance are employed by small firms that don't offer benefits, or earn poverty-level wages that make paying costly premiums impossible, according to statistics compiled by the AFL-CIO Department of Employee Benefits.

The public hearing, at the State House in Providence, will explore these and other health care concerns in the region. It will be televised across the state by the government cable television network and will be broadcast via satellite by the Labor Institute of Public Affairs.

The New England Journal of Medicine reported in its Sept. 12 edition that patients who lack health care insurance or who are covered by Medicaid are less likely to receive common hospital procedures than patients with private medical coverage.

The report, based on a study of 37,994 patients at more than 100 hospitals in Massachusetts, found "the bottom line is clearly that the volume of care you get depends on your ability to pay," the Journal said in an editorial.

Rhode Island hospitals are hard-pressed to serve the state's sizable population of elderly. The hospital occupancy rate is 82.3 percent, far exceeding the national average of 69.2 percent, and patients average 8-day stays, compared to 7.2 days nationally.

The hearing, the first of eight scheduled by the federation, will be conducted in the manner of a congressional field hearing, with AFL-CIO Secretary-Treasurer Thomas R. Donahue chairing

Continued on Page 8

Lane Kirkland confers with Lithuanian President Vytautas Landsbergis during human rights conference.

Kirkland delivers message of liberty to Soviet audiences

By David St. John

Ten years after the establishment of the first legal free trade union in the Communist world, the torch of liberty is passing eastward from Poland and directly into the heart of the Soviet Union.

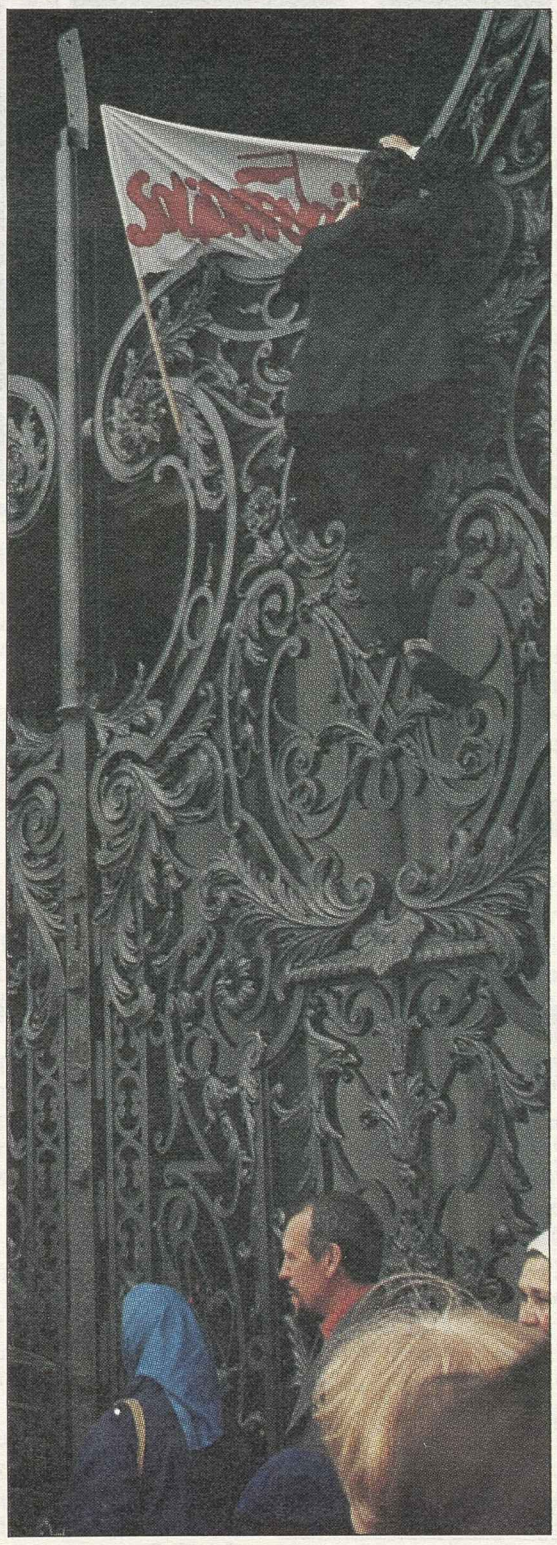
AFL-CIO President Lane Kirkland and Teachers President Albert Shanker, who is chairman of the Executive Council's International Affairs Committee, tested the limits of the USSR's emerging freedom during a four-day visit that included a Kirkland speech outside the famed Winter Palace in Leningrad and a Labor Day celebration with free trade unionists in Moscow.

The trip marked the first visit ever to the Soviet Union by an American labor federation president.

Kirkland began his journey with a stopover in Gdansk, Poland, where he took part in two days of meetings and ceremonies commemorating the 10th Anniversary of the Gdansk Shipyard Agreement that legalized Solidarnosc.

Joining with Solidarnosc President Lech Walesa and Prime Minister Taddeus Mazowiecki, Kirkland

Continued on Page 2



David St. John/AFL-CIO News

The Solidarnosc flag is raised atop the gates of the Hermitage during a rally for democracy in Leningrad.

Labor gears up for final heats of political race

By Michael Byrne

With the traditional Labor Day sendoff to the political season, AFL-CIO Executive Council members are fanning out across the country to help state federations mobilize union support for candidates who understand the concerns of American workers and will fight for labor's agenda in Congress and statehouses.

The political slates are nearly set, following primary elections Sept. 11 in 10 states and the District of Columbia, with only three primaries and several runoff elections remaining before the November general election.

Among the victors in close primaries Sept. 11 were COPE-endorsed Democrats Rep. Roy Dyson in Maryland and Gov. Rudy Perpich in Minnesota. The remaining primaries include Massachusetts and Washington on Sept. 18 and Hawaii on Sept 22. Louisiana has an open primary scheduled for Oct. 6.

Council members on the road

Executive Council members have agreed to spearhead labor's campaigns for endorsed candidates in states where their membership can have the greatest impact. Thirty-two council members are campaigning in 35 states and the District of Columbia, including six council members each in New York and California, where the population of union membership is high.

At stake this year, besides a number of U.S. Senate and House seats, are a host of critical gubernatorial posts that will help determine the political makeup of congressional districts when the lines are redrawn in state legislatures next year.

"Governors play a key role in the redistricting process," said John Perkins, director of the AFL-CIO Committee on Political Education. "They have veto power in all but four or five states, and in many states it takes more than a plurality to override that veto."

Labor has been instrumental in Project 500, a five-year effort culminating this year to elect friendly candidates in toss-up state legislative districts in anticipation of redistricting. As many as 20 states could gain or lose seats in Congress because of populations shifts revealed in this year's census.

Continued on Page 4

David St. John/AFL-CIO News

U.S. Ambassador John Matlock and AFL-CIO President Lane Kirkland address leaders of strike committees and emerging Soviet free trade unions.

Emerging free trade unions promised aid

Continued from Page 1

praised the movement that inspired the collapse of the Iron Curtain and pledged the American labor movement's solidarity and support for the Polish workers' continuing struggle to fashion a democratic society.

Kirkland unveiled a bronze plaque placed by the AFL-CIO on the Gdansk Shipyard wall that now serves as a memorial to 55 Polish workers killed in a 1970 demonstration.

The plaque is inscribed with the Polish translation of a line from the American labor anthem Solidarity Forever: ''We shall bring to birth a new world from the ashes of the old, for the Union makes us strong!''

Kirkland used the occasion to conduct a series of meetings with Walesa and Solidarnosc's leadership on the subjects of AFL-CIO assistance to the union and the future of the Polish labor movement as a market economy begins to take hold.

''As government recedes to its proper function,'' Kirkland told them, ''as private enterprise begins to assert its potentially awesome force and an acquisitive class gains political and economic power — the role of the free trade union will be every bit as critical as it was ten years ago during those days that shook the world.''

In Leningrad to attend the Second International Human Rights Conference, Kirkland and Shanker took the opportunity to meet with Lithuanian President Vytautas Landsbergis, dozens of human rights activists and leaders of the emerging free trade union movement that is beginning to assert itself after decades of repression by the Soviet government.

Several thousand Soviet citizens attending a democracy rally on the plaza outside the Winter Palace heard Kirkland praise their courage while pledging American labor's support of their struggle ''to build a decent, humane and civil society that respects the basic human rights of every individual while promoting the general welfare and the common good.''

''What then is to be done?'' he told the crowd. ''Press and test and stretch the limits of liberty, and then press and test again until liberty is finally won.''

In Poland for the 10th anniversary of Solidarnosc, Kirkland and Monsignor George Higgins unveil the AFL-CIO plaque on the Gdansk Shipyard wall.

It was Kirkland's steadfast refusal to meet with official, party-controlled unions that had prevented him on previous occasions from receiving a visa from the Soviet government.

In Moscow, U.S. Ambassador John Matlock held a Labor Day reception attended by 100 independent trade unionists, including leaders of the Confederation of Labor and such unions as the Allied Trade Unions of the Ukraine, Union of Lithuanian Workers, Vorkuta Workers Committee, Rostov Workers Movement, Donetsk Workers Committee and the Kuzbass Workers Union.

Kirkland and his delegation were flooded with a stream of appeals for American help and support in the establishment of independent unions in the Soviet Union, as well as specific requests for translated versions of U.S. labor contracts and legislation, help in conducting seminars and establishing printing facilities, and information on various labor issues such as occupational health and safety.

Their fervent pleas for assistance reflected the difficult and, at times, desperate state of Soviet living and working conditions. Kirkland responded by ensuring that the AFL-CIO would do everything it could to provide technical assistance and encourage closer ties between American unions and their counterparts in Soviet free trade unions.

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Labor bills await action by Congress

By Mike Hall

More than 4,000 textile and apparel workers rallied at the Capitol steps and outside the White House Sept. 12, calling on Congress and the president to approve legislation that would protect their jobs by setting realistic import limits on textiles and footwear.

The House is scheduled to vote Sept. 18 on the AFL-CIO-backed Textile, Apparel and Footwear Act of 1990, one of several pieces of important labor-supported legislation on Congress's short fall calendar. Congress is scheduled to recess in early October for the off-year elections.

Fuel, voting registration

In the Senate, the AFL-CIO will attempt to modify a fuel efficiency bill that could cost jobs for autoworkers. The Senate also is set to vote to streamline voter registration.

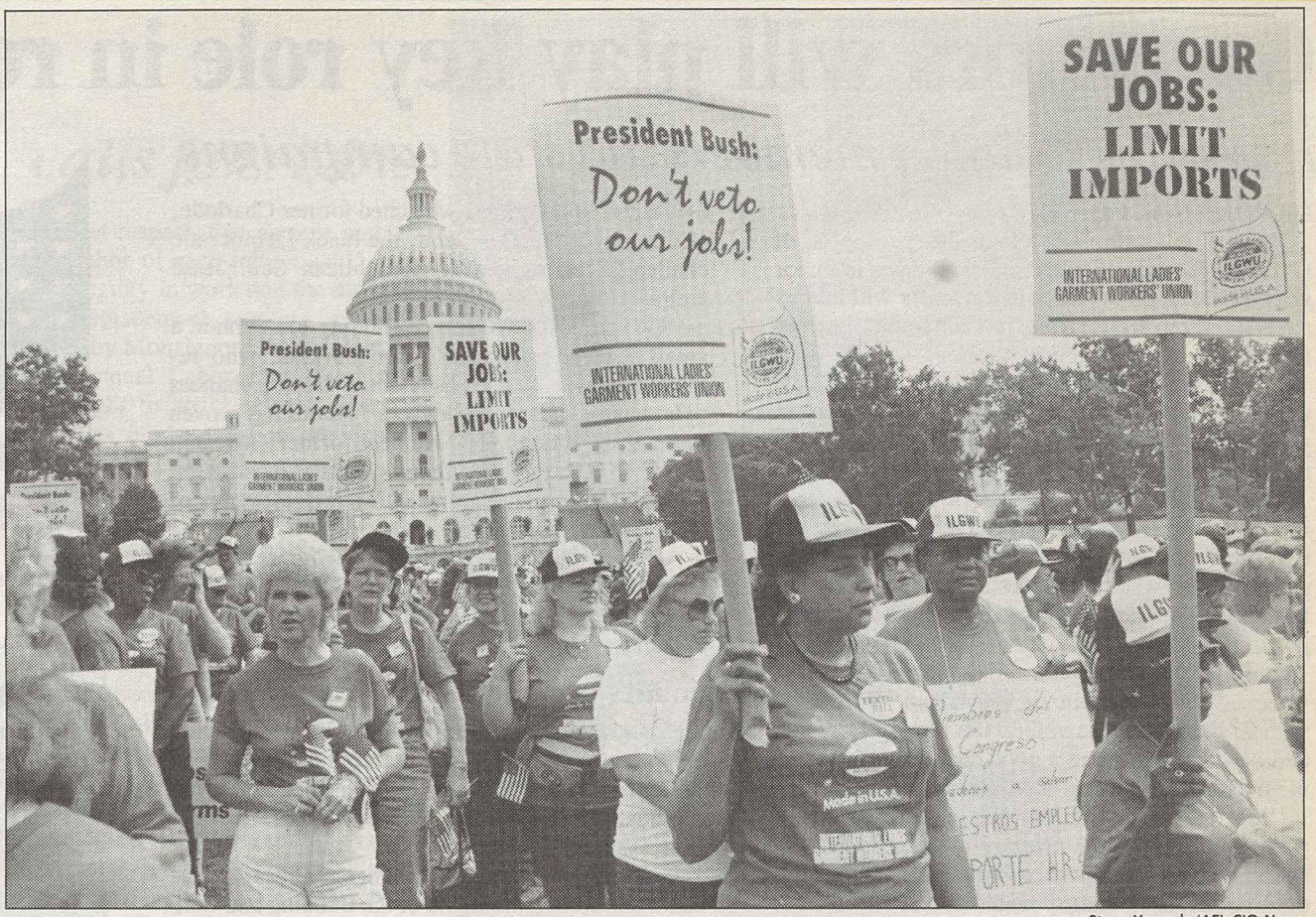
An immigration bill that contains provisions protecting several categories of American jobs could come to a vote in the House. In House subcommittees, the AFL-CIO-supported construction safety bill is set for mark up, and more hearings may be held on anti-strikebreaker legislation, which now has more than 170 cosponsors in the House.

Conference committees now are resolving differences in several important labor bills, including civil rights, child care, clean air, housing and campaign finance reform.

Fight for textile jobs

The Capitol rally and march down Pennsylvania Avenue to the White House was led by members of the Clothing and Textile Workers and the Ladies' Garment Workers, who have seen their factories and jobs vanish during the last decade in the face of an unchecked flood of imports.

With more than 250 cosponsers, the legislation is virtually assured of passage in the House. The Senate earlier passed the bill by a 68-32 vote, one vote more than the number needed to override a presidential veto, which the White House has threatened. Rally participants hoped to gather further support to ensure an override.



Steve Yarmola/AFL-CIO News

ACTWU and ILGWU members march in Washington, pressing for textile-apparel-shoe import curbs.

In other action on Capitol Hill, the Senate may act this fall on the AFL-CIO-backed Voter Registration Act of 1990. Passed earlier by the House, the bill would allow so-called "motor-voter" registration for federal elections.

Also in the Senate, the AFL-CIO and the UAW are seeking to defeat S. 1224, a bill that requires a substantial increase in the fuel efficiency of motor vehicles.

"The AFL-CIO does support the need for increased fuel efficiency," said Legislative Director Robert M. McGlotten in a letter to senators, "but such improvements must be both achievable and reasonable, and those called for in S. 1224 are neither.

"If enacted, we believe that the 20 percent and 40 percent improvements in fuel economy by 1995 and 2001 required by S. 1224 would result in dislocation in the motor vehicle industry and job losses for its workers," McGlotten said.

Bills in conference

Legislation now in conference committees includes:

CHILD CARE — H.R. 3 would provide $1.78 billion for expansion of Head Start, establishment of early-childhood school-based programs and child care services through community-based providers. The Senate bill, S. 5, would provide $1.75 billion to fund more child care slots, help families pay for day care and would establish minimum standards for day care centers. Both bills include tax credits for parents. The Bush administration opposed both bills and a veto has been threatened.

CLEAN AIR — Both bills (H.R. 3030 and S. 1630) establish tougher regulations to reduce acid rain, toxic and automobile emissions. The AFL-CIO supports the goals of both bills, but favors the House bill, which contains a provision to extend federal unemployment benefits an additional 26 weeks for workers who are displaced by the legislation, and provides retraining programs for those workers. The House bill also is more flexible on acid rain, mobile source emissions and enforcement. The White House opposes the House-passed worker protections.

HOUSING — H.R. 1180 and S. 566 both take a critical step forward in addressing unmet housing needs, but the AFL-CIO supports the House bill. The Senate bill contains an administration-backed proposal that would raise up-front cash payment requirements for homebuyers and would institute a risk-based premium for those unable to meet the larger downpayment.

CIVIL RIGHTS — The Civil Rights Act of 1990 is shaping up to be another veto fight with the president. While both bills passed by large margins, 65-34 in the Senate and 272-154 in the House, they fell several votes shy of a veto-proof majority. The legislation would reverse several recent Supreme Court rulings that weaken job discrimination protections for minorities and women.

CAMPAIGN REFORM — The House and Senate passed vastly different campaign finance reform bills just before the August recess. The AFL-CIO is adamantly opposed to the Senate bill (S. 137), which allows wealthy individuals to continue to make huge dollar contributions while banning all political action committees — including those of labor unions, in which union members can make small donations. The House bill (H.R. 5400), which the AFL-CIO supports, would allow small donor groups to continue but would make some changes in contribution regulations and allow for some public financing of campaigns if candidates stay under a spending limit.

Mounting job losses swell unemployment rolls to 7 million

By John R. Oravec

More job losses in manufacturing and construction, along with layoffs of temporary census workers, sent the unemployment rate in August soaring to 5.6 percent.

Seven million workers were counted as officially unemployed, the highest number since January 1988. That is up from 6.8 million unemployed in July, or 5.5 percent.

The Bureau of Labor Statistics reported a drop of 300,000 in civilian employment, to 117.6 million, based on its household survey. BLS said the number of unemployed rose by 200,000 and the workforce shrank by 100,000.

Jobless rates were up for most groups of workers, including adult men and women, and rose sharply for teenagers, to 16.7 percent. Unemployment climbed 0.2 percent for white workers, to 4.8 percent, and 0.5 percent for black workers, to 11.8 percent. It declined 0.1 percent for Hispanics, to 7.8 percent.

Chief AFL-CIO economist Rudy Oswald voiced concern about the "continuing deterioration of the economy" as reflected by job losses totaling 700,000 in the last two months in the BLS household survey. The jobless rate has climb 0.4 points since June.

Payroll employment continued to weaken in August with the loss of 90,000 goods-producing jobs, including 40,000 in manufacturing and another 40,000 in construction. Mining jobs declined by 7,000.

350,000 factory jobs lost

Factory employment has declined nearly 350,000 this year, Oswald noted, while construction jobs are down 30,000 in 1990. Retail trade jobs dipped by 16,000 jobs in August, but were still up 200,000 for the year.

Service sector jobs showed a gain of 70,000 for the month, while federal employment declined by 125,000 as more temporary census workers were terminated.

Outside the health care field, the service sector jobs situation showed no improvement. Overall, job growth is the weakest since the last recession.

The average workweek in private industry remained unchanged in August at 34.5 hours, but the index of aggregate weekly hours declined for the second month in succession.

In a BLS survey of 11 key states, the highest jobless rate was in Michigan, rising 0.5 percent to 7.9 percent over the month. Florida's jobless rate shot up 1 percent to 6.7 percent and the rate in Massachusetts rose 0.6 percent to 6.7 percent. The unemployment rate in North Carolina declined 1 percent to 3.6 percent.

Only one in every three officially unemployed workers were drawing jobless benefits in August, Oswald pointed out. Of the 6.8 million jobless before seasonal adjustment, just 2.3 million were on the benefit rolls, leaving 4.5 million unemployed workers without coverage.

Even as job losses mounted, BLS said in a separate report that productivity in nonfarm business rose at an annual rate of 1.5 percent in the second quarter. The pickup, the first overall gain six quarters, was paced by a 4-percent increase in the nation's manufacturing sector.

The biggest productivity gain came in durable goods, which rose 7.4 percent in the April-June quarter, while nondurable goods productivity slipped 0.4 percent.

Trade deficit rise expected

The Commerce Department reported that the second quarter merchandise trade deficit eased to $22.6 billion from $26.3 billion in the first quarter. The decrease largely stemmed from reduced petroleum imports as well as lower prices. The average per barrel price decreased to $15.81 from $19.47 in the first quarter.

But petroleum prices have almost doubled since the start of the Persian Gulf crisis, and analysts expect a sharp hike in imported oil costs that will likely widen the nation's trade deficit in coming months.

Governors will play key role in redistricting

Executive Council members aid state campaigns

Continued from Page 1

Perkins is optimistic about the prospects of COPE-endorsed gubernatorial candidates in major growth states, where population shifts will add as many as seven House seats in California, three or four in Texas and three in Florida.

''Diane Feinstein is doing very well in California,'' Perkins said. ''She started out six or seven points behind Republican Pete Wilson, but she's turned it into a tight race.''

Democrat Ann Richards faces tougher sledding in Texas, where Republican Clayton Williams ''is being managed by handlers, innoculating him from public scrutiny on the issues,'' Perkins said. ''If Richards could get him into a debate, it would expose his weaknesses.''

In Florida, former Sen. Lawton Chiles overwhelmed his Democratic opponent Rep. Bill Nelson with 71 percent of the vote in the Sept. 4 primary, and Perkins said he has a good chance of unseating incumbent Republican Gov. Bob Martinez.

''Martinez spent millions in a television ad campaign just prior to the primary in what appears to be a calculated attempt to be ahead in the polls after the Democrats selected a candidate,'' Perkins said. ''But we believe that Chiles can beat Martinez.''

The redistricting process, and the power of the governor, is equally important in states that stand to lose congressional seats, Perkins noted. ''The Detroit area, which is home to four effective congressmen — William Ford, John Dingell, Sander Levin and Dennis Hertel — will lose two seats. Democrats will be pulled in different directions.''

Women candidates show strength

Perkins noted the growing number of outstanding women candidates across the country, from Michigan to California to Texas to Colorado, where the COPE-endorsed Josie Heath is running for the open seat from which Republican Sen. William Armstrong is stepping down.

''Women candidates are viewed by union voters as more sensitive to family issues, such as child care and family leave,'' Perkins said. And the strong leadership displayed by current female legislators has disproved the theory that women are vulnerable on international issues, he said.

While political parties traditionally have sought to name women and minorities to balance their tickets, the success of these candidates in public forums has gained them broad-based support in their own right, said Perkins, who cited former Charlotte, N.C., mayor Harvey Gantt, the black Democratic challenger to right-wing Republican Sen. Jesse Helms.

''Our polls show Gantt continuing to maintain a small lead over Helms,'' said Perkins, who remained guardedly optimistic about Gantt's chances to unseat the longtime labor foe. ''Helms has proven to be a tough opponent. He beat former Gov. Jim Hunt last election even though polls showed Hunt with a 10-point lead going into the final weeks of the campaign.''

AFL-CIO Executive Council members helping Gantt in North Carolina are John Sturdivant of the Government Employees and William Wynn of the Food and Commercial Workers.

Politics and health care

Besides the scheduled political visits by council members to states around the country, the AFL-CIO's regional health care hearings also will bring candidates and unions together for political discussions.

In Illinois, for example, Angelo Fosco of the Laborers, Robert Georgine of the Building and Construction Trades Department, Edward Hanley of the Hotel Employees and Restaurant Employees and Albert Shanker of the Teachers have agreed to help the labor campaign for Democratic gubernatorial candidate Neil Hartigan and for Sen. Paul Simon.

Georgine and Hanley, along with Owen Bieber of the UAW and John J. Barry of the Electrical Workers, also are scheduled to be in Chicago for the Sept. 28 AFL-CIO regional health care hearing. Twenty council members are participating in the eight regional hearings, which in many cases will be accompanied by political rallies.

William McCarthy of the Teamsters, Gerald McEntee of AFSCME, Lynn Williams of the Steelworkers and Richard Trumka of the Mine Workers each is scheduled to visit four states. McEntee, along with John Sweeney of the Service Employees, also will attend three health care hearings.

While union leaders have geared up to take labor's political charge during the campaign's final 50 days, union members are in the trenches around the country — working the phone banks, sending out persuasion mailings and beginning one-on-one campaigns to sign up supporters for COPE-endorsed candidates.

''We're pushing on all fronts,'' Perkins said. ''We don't have much time left.''

COPE-endorsed candidates in some key state races.

GOVERNOR	
California	Diane Feinstein (D)
Colorado	I - Roy Romer (D)
Florida	Lawton Chiles (D)
Idaho	I - Cecil Andrus (D)
Illinois	Neal Hartigan (D)
Iowa	Donald Avenson (D)
Kansas	Joan Finney (D)
Maine	Joe Brennan (D)
Michigan	I - James Blanchard (D)
Minnesota	I - Rudy Perpich (D)
Nebraska	Ben Nelson (D)
New Mexico	Bruce King (D)
Ohio	Anthony Celebrezze (D)
Oregon	Barbara Roberts (D)
Texas	Ann Richards (D)

SENATE		Rating*
Colorado	Josie Heath (D)	
Hawaii	I - Daniel Akaka (D)	87%
Illinois	I - Paul Simon (D)	90%
Indiana	Baron Hill (D)	
Iowa	I - Tom Harkin (D)	93%
Kentucky	Harvey Sloan (D)	
Louisiana	I - Bennett Johnston (D)	80%
Michigan	I - Carl Levin (D)	94%
Nebraska	I - James Exon (D)	82%
North Carolina	Harvey Gantt (D)	
Rhode Island	I - Claiborne Pell (D)	92%

I = incumbents

* Rating is 3-year COPE voting record for incumbents.

Florida Project establishes model for senior activism

By Michael Byrne

Retirees can make it happen in 1990.''

That's the rallying cry among retired trade unionists in Florida, where COPE's Florida Project in just a few months has begun to mobilize seniors to help elect friends of labor.

Since June, when the Florida Project moved off the drawing board and into the political arena, the 10 Florida Central Labor Councils each has hired a full-time senior to call on retired union members. They are working with two full-time COPE staff members, who are coordinating activities out of the Ladies' Garment Workers office in Hollywood, Fla.

''These seniors are trying to identify union retirees who are registered to vote, to persuade them to vote for our candidates, and to recruit the activists to help us reach other seniors,'' said Steve Protulis, COPE's national coordinator for support groups.

Pool of 120,000 retirees

Some 80,000 letters will be sent to retired Florida trade unionists from lists compiled by a number of affiliated unions. Of those seniors, 20,000 have been identified since the Florida Project began in June. An additional 40,000 retirees would be reached by their individual unions, Protulis said.

Conceived at the 1989 Executive Council meeting in Bal Harbour, the Florida Project eventually will be a broad-based outreach program for retirees around the country, with workshops and field services to help seniors with questions on supplemental income, Social Security, Medicare and other vital programs.

''Seniors are becoming more of a political force throughout the country,'' Protulis said. ''With this Florida Project, we hope to build a success story of senior activism that will be a model for other campaigns, whether political or community service.''

Community connections

The outreach involves a host of community support groups, including the National Council of Senior Citizens, the A. Philip Randolph Institute, the Labor Council for Latin American Advancement, the Coalition of Labor Union Women, Frontlash and others.

To reach union retirees, the AFL-CIO has urged affiliated unions to work with the NCSC to establish trade union retiree clubs, where seniors can stay active in union and community affairs.

The AFL-CIO pledged in a 1988 Executive Council statement ''to continue to help retirees lead satisfying and productive lives by involving them in educational programs, organizing drives, legislative initiatives and varied community activities.

''Through its 4,800 affiliated retiree clubs and innovative programs for the elderly, the National Council of Senior Citizens has been, and will continue to be, an essential partner in these important endeavors,'' the AFL-CIO said.

An NCSC representative traveled with Protulis to Florida in July for meetings with 213 seniors from 23 different unions. The seniors were encouraged to organize retiree clubs, were given information on labor-endorsed candidates and were briefed on the AFL-CIO national health care campaign.

Future campaigns

''These meetings disclosed that seniors are eager to participate in the health care campaign — an issue important to them,'' reported Vice President George Kourpias, president of the Machinists and chairman of the Committee on Older and Retired Union Members.

''Seniors were pleased to learn that the long-term plan for the AFL-CIO retiree program is to include seniors in legislative and community services programs, not only political activities,'' the committee report stated.

Protulis said that seniors and CLC leaders, meeting with him in Orlando on the weekend following the Sept. 4 Florida primary, reported that many seniors active in union political campaigns were eager to join the federation's efforts for the general election campaign.

''Tapping the political activists means we also are tapping the community activists,'' Protulis said. ''It's the same people who would be involved in these activities.''

After the election, Protulis said, we'll already have our core list of active retirees. ''We won't have to re-invent the wheel for our community programs, or for our next election campaign.''

Labor's Day:

Parades, picnics, calls for rights

Labor Day parades in New York, Chicago, Detroit, San Francisco, Denver and many other cities featured gala floats and other tributes to unions and the labor movement, attracting hundreds of thousands of holiday celebrants and sun worshipers.

Pamela Richards, the UAW member who refused to take a non-union car in a Ohio game show, served as grand marshal in two parades — in her hometown of Toledo and in Chicago.

Workers gathered for picnics and softball games in American cities large and small — from Coney Island Park in Cincinnati to Windlands Park in Midland, Texas. Political candidates made the rounds and workers made the best of their day off — with everything from barbecues to fiddling contests.

At the Cardinal Gibbons Labor Day Mass in Washington, IBEW President John J. Barry told the celebrants that "trade unionism embodies the concept that all men and women are indeed worthy of respect, that there is dignity in the labor of each individual."

The dignity in work and the indignity of replacement workers was addressed by Monsignor George Higgins in his annual Labor Day statement. "The right to strike without fear of reprisal is fundamental in our democratic society," Higgins wrote.

Amalgamated Transit Union President James La Sala, who represents victims of this replacement worker policy, the striking workers at Greyhound Lines Inc., asked union members for contributions to help the strikers. ATU has exhausted its strike fund and can no longer provide strike benefits.

AFL-CIO President Lane Kirkland, in his Labor Day message, vowed to continue the fight for legislation to abolish replacement workers, to "restore a collective bargaining system based on justice and fair play that is so essential to maintaining America's high standard of living."

Tom Matthews/TWU

Youngster has bird's-eye view during New York parade.

Michael K. Osborn/Colorado Labor Advocate

In Denver, Bakery, Confectionary and Tobacco Workers float provided music.

Bob Kite/Chicago AFL-CIO

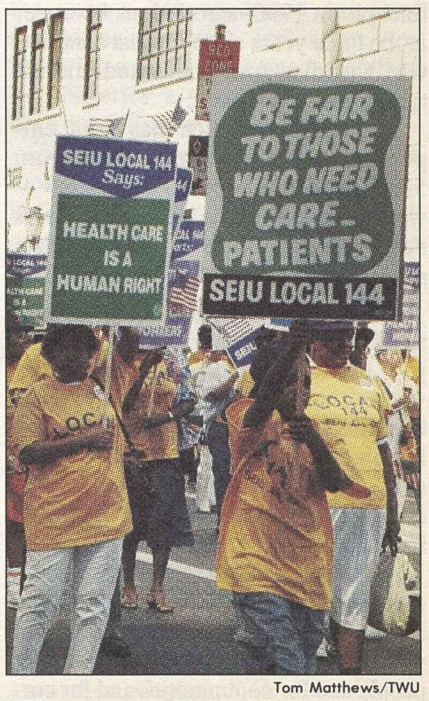
Pamela Richards with UAW Region 4 Director Bill Stewart in Chicago.

Miller Photography

Crowds lined the streets in New York.

Bill Burke/Page One Photography

New officers of the Virginia AFL-CIO, in back of this union-made replica during a parade in Covington, Va., are Jim Leaman, secretary-treasurer, and Dan LeBlanc, president.



Tom Matthews/TWU

SEIU touts health care reform.

Daily News unions press all-fronts campaign

By Arlee C. Green

The 10 unions at the New York Daily News intensified their all-fronts campaign to force the daily's management to drop its union-busting plans and to bargain fairly with its 2,800 union employees.

Defying management's push for a strike, the unions — members of the Allied Printing Trades Council of Greater New York — launched an advertisers' boycott, gathered boycott pledges from readers and prepared to set up a classified advertising phone bank.

Ad campaign opens

The unions also kicked off a billboard and bus advertising campaign and distributed tens of thousands of copies of the "Real News" during the annual Labor Day parade.

The advertiser boycott, announced Sept. 4, requested businesses to suspend advertising on "moral grounds, because it is the right thing to do."

"We're not asking them to stop advertising in the News forever," said Allied Printing Trades Council President George E. McDonald. "We're asking them to help us get (Daily News President and Publisher) Jim Hoge's attention.

"Once we've done that, once we get management to abandon its anti-labor strategy and this dispute is resolved, that's when advertisers can, in good conscience, resume business with the Daily News," McDonald said.

The letter to advertisers explains that the News management "continues to spend millions of dollars to destroy the lives of union workers and shows no intention of bargaining in good faith. After months of working without a contract, the situation at the Daily News has become intolerable for our members."

The unions plan information picketing of those advertisers who fail to eventually withdraw their ads.

Post negotiations critical

Meanwhile, the 10 unions at the New York Post, also represented by the Allied Printing Trades Council, began round-the-clock discussions with Post management in an effort to head off a shutdown of the paper. The Post said it would discontinue publishing if an agreement could not be reached by Sept. 15.

McDonald said he is optimistic about talks with the Post despite management demands for sweeping wage cuts and layoffs.

"The Post management has been up front with us," McDonald said. "They're a different type of management than the people across town at the Daily News, who are trying to kill us."

More than 1,000 Daily News employees marched in the annual Labor Day parade, wearing stickers stating, "The Daily News is Bad News for Its Workers." Along the parade runs, hundreds more got spectators and union members to sign petitions and subscriber pledge cards promising to boycott advertisers and to stop buying the Daily News, when called upon by the Allied unions to do so.

Bumper stickers and lapel stickers were distributed, along with an eight-page tabloid, "The Real News," which detailed the struggle to gain new contracts and featured a center spread on the Aug. 9 Hog(e) Day rally.

The tabloid said the council has plans for a classified ad phone bank, where members will telephone individuals who have placed classified ads in the Daily News and explain the boycott. And it explained how the Tribune Co. and its union-busting lawyers, King and Ballow, have been bested by other unions.

UAW targets GM, intensifies contract talks

Detroit

With job security and pension improvements as its main goals, the UAW stepped up negotiations with General Motors Corp. in an effort to produce an agreement that will set the pattern for new three-year contracts with the auto industry's Big Three.

Faced with a Sept. 14 expiration date for current contracts, the UAW picked GM as its target company in a move aimed at producing a formula that will prove equally acceptable to Ford Motor Co. and Chrysler Corp.

The decision to focus contract talks on GM was reached, said UAW President Owen Bieber, after weighing the various proposals put on the table by the major domestic automakers.

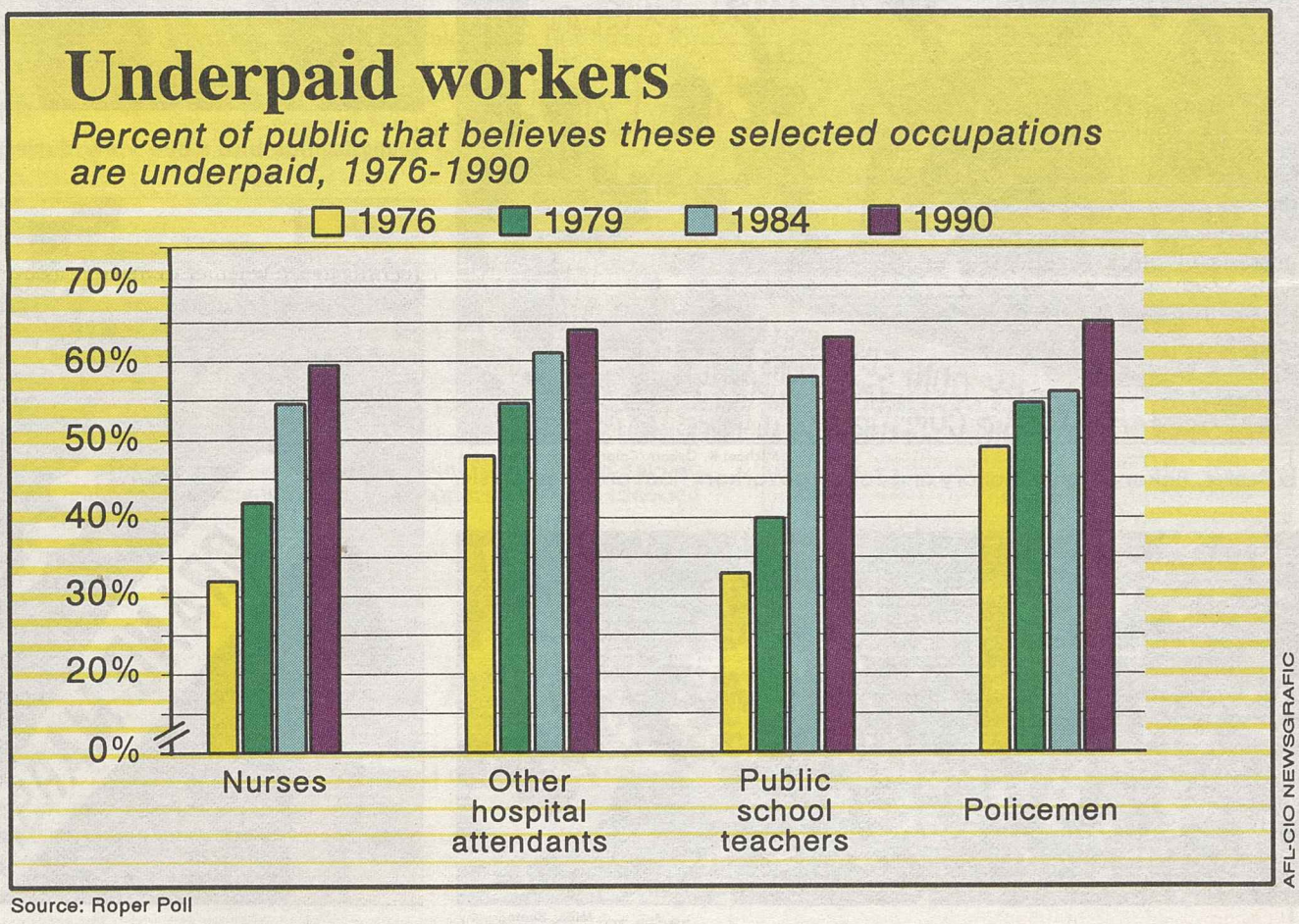
Chrysler offered less than its competitors and sought concessions on employee health care, he said, while the GM and Ford proposals were "pretty close."

Since job security tops the union's agenda, General Motors became the linchpin in 1990 negotiations because, in the three years since the last contract, GM has idled four plants and laid off thousands of workers.

The UAW — which has seen employment at the Big Three decline from 510,000 in 1987 to 440,000 today — wants to preserve the jobs its members now hold and provide an adequate safety net for displaced workers.

Two months ago, the UAW Collective Bargaining Convention established five priorities — job security, higher wages, maintenance of health care benefits, pension improvements and increased worker participation in decision making — for the current round of contract negotiations with the auto industry.

At that time, Bieber said the union's goal was to achieve "a new industrial compact — one that makes secure workers the centerpiece of progress for people and for communities and for corporations themselves."



Source: Roper Poll

A Roper poll conducted in August shows that Americans increasingly believe that these workers are not paid enough.

NLRB cuts threaten unfair labor hearings

By Arlee C. Green

Cost-cutting measures by the National Labor Relations Board to cover an anticipated budget shortfall have caused the postponement of unfair labor practice trials if special costs are involved, such as overnight travel, rental cars or photocopying.

In addition, members of the two unaffiliated unions at NLRB are facing the prospect of a two-day layoff before the end of the month. The postponements of cases will likely continue if Congress is unable to adopt a 1991 budget or an interim funding measure by Sept. 30.

NLRB staff members from those unions say that because the federal labor law requires the NLRB to give priority to certain employer unfair labor practice charges against unions, the budget cutbacks will mean neglect of cases filed by unions and employees against employers.

But an unfair labor practice case involving the Newspaper Guild Local 95 in San Diego and the Union-Tribune Publishing Co. was indefinitely postponed on Aug. 28, according to the local's administrative officer, Bill Knight.

The Guild's unfair labor practice charge against the paper involves the discharge of Nancy Tetrault, a circulation district manager and a member of the Guild's bargaining team. Tetrault was discharged from the Union-Tribune in November 1988 and the hearings began in September 1989.

"Justice delayed is justice denied," said Knight. "Now her hearing before the administrative law judge will be delayed until at least October," Knight said. "It's an outrageous situation."

The unfair labor practice charge must be settled before the board will hear a unit clarification case the company filed in seeking to reduce the size of the Guild's bargaining unit, Knight said.

He blamed part of the situation on the extensive use of court reporters and copying of transcripts in the case, which has been affected by the long drawn-out performance of management's anti-union law firm, King and Ballow.

The regional board will continue to investigate complaints, Knight said, but only if witnesses come to the board office. It's difficult for workers "to make the long haul from Imperial County to downtown San Diego," he said.

Strong union role stressed in pension fund investing

Union trustees are in a position to influence the investment of roughly 40 percent of the $2 trillion held in pension funds, delegates to an AFL-CIO conference were told.

"The AFL-CIO will make a sustained effort to be much more active in the development of guidelines and ideas on the investment of pensions funds," AFL-CIO Secretary-Treasurer Thomas R. Donahue said during the two-day conference at the George Meany Center for Labor Studies.

"Through those funds, we hope to influence the future trend of corporate decision-making, giving working people a stronger voice in the affairs of our nation," Donahue said.

In the appeal to union leadership to attend the conference, AFL-CIO President Lane Kirkland said building a pension fund network for AFL-CIO affiliates would explore how unions can best use their pension funds, including "the leveraging of pensions in organizing and bargaining efforts."

Keynoter Jack Marco of the Marco consulting group debunked what he called the myths about legal restrictions on investing pensions and stressed that trustees have not taken full advantage of pension laws "that allow pension funds to invest in ways that advance labor's interest."

Shift in attitude

Assistant Secretary of Labor David G. Ball said the so-called Wall Street rule that "investment managers should either vote with management or sell the stock" no longer is economically feasible. The funds are too big and the impact on the stock market is too big, he said, for any such attitude of sell out and walk away.

Ball paraphrased Pogo with the analysis "we have met the market and they is us."

He reiterated the Labor Department's policy that fiduciary responsibilities require that pension plan assets be managed "solely in the interests of the participants and beneficiaries of the plans."

But participants also were told just how bad off future workers will be if current trends to part-time, temporary and contract workers continue. Phyllis Borzi of the House Education and Labor Committee said the erosion of employer-provided pensions means a majority of new entrants into the workforce in the year 2020 will have little or no pension benefits.

How both public and private funds can be more active investors was the subject of the first day of the conference, with the impact of pension funds on corporate governance reserved for the second day. Panels separated public sector funds from similar workshops on both kinds of private funds — multi-employer (Taft-Hartley plans) and single-employer plans.

Other presentations were made by William Lucy, secretary-treasurer of AFSCME, Floyd Hyde of the AFL-CIO Housing Investment Trust and Building Investment Trust, Ian Lanoff of the Bredhoff and Kaiser Law firm, Raymond J. Sweeney of the Sheet Metal Workers National Pension Fund, Meredith Miller of the AFL-CIO Employee Benefits Department and Larry Jacobson of the Joint Industry Board of the Electrical Industry.

Impact on communities

The keynoter on corporate governance, Carol O'Cleireacain of the New York City finance department, cited the ultimate impact of corporate practices on local communities and the stability of workers' jobs. Other speakers included Karen Ignagni of the AFL-CIO Employee Benefits Department, Randy Barber of the Center for Economic Organizing and Landon Butler of Landon Butler & Co.

Workshops featured case studies of shareholder activities by the Mine Workers, Carpenters and Clothing and Textile Workers and the services available from the six-year-old AFL-CIO Investment Tracking Service.

Robert M. McGlotten, AFL-CIO legislative director, was elected to the board of governors of the Joint Center for Political and Economic Studies. The nonpartisan organization promotes the interests of black Americans. Along with McGlotten, the center elected economist **Andrew F. Brimmer** chairman, and **Vernon E. Jordan Jr.** and **Richard H. Newhouse Jr.** as board members.

John J. Bavis, has been selected as a mediator by the National Mediation Board. Bavis, most recently served as chairman of the Air Line Pilots' Master Executive Council at Eastern Airlines. A commercial pilot since March 1966, he was executive administrator of ALPA's national headquarters from 1971 to 1983. In his new post, Bavis will be responsible for mediating disputes between employers and employees in the airline and railroad industries.

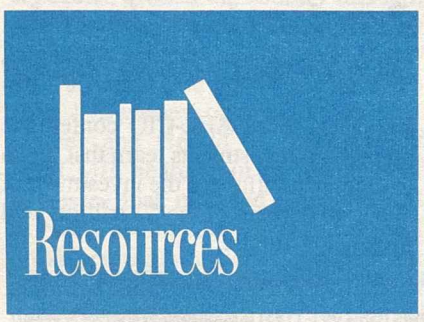
The Seafarers named **Terry Turner** to head its Department of Congressional and Government Relations. Turner joined SIU as a field representative in Kentucky in 1981, a post he held until early this year when he became a SIU representative assigned to the U.S. Senate.

A weekend of concerts, Gaelic football games and other social events highlighted the dedication of the **John E. Lawe** Memorial Sports Stadium in East Durham, N.Y. Located on the grounds of the Irish Cultural and Sports Centre, the stadium is named for the late president of the Transport Workers. **Cardinal John O'Connor** attended the dedication.

DEATHS

George Kaufman, a longtime legal adviser to the AFL-CIO, died of multiple myeloma on Sept. 1 at George Washington University Hospital. A partner in the firm of Dickstein, Shapiro and Morin, he had represented the federation and its affiliates in more than 100 major labor law cases before the Supreme Court since 1975. Many of the cases involved protection of workers' rights under the National Labor Relations Act, First Amendment rights of public employees, constitutional status of picketing and secondary boycott laws. He is survived by his wife, Gale, and two children.

Fannie Neal, who retired from the AFL-CIO COPE staff in 1987 after 26 years' service, died recently in Montgomery, Ala., after a long illness. Neal joined the Clothing Workers Local 490 in Montgomery in 1945. She was a shop steward and the local's recording secretary. She also had been a vice president of the Alabama AFL-CIO.



PRINT

Bargaining for Pay Equity — A Strategy Manual has been prepared by the National Committee on Pay Equity's Labor/Collective Bargaining Task Force, a group of international, state and local union leaders. Available from the National Committee on Pay Equity, 1201 16th Street, N.W., Washington D.C. 20036. $5 (NCPE members) or $9 (non-members).

Building the Local Union is a new publication by the AFL-CIO Department of Education on ways to increase membership communication, including how to set up a newsletter and improve one-on-one communications. Available for $1.50 from the Publications and Materials Office, 815 16th St. N.W., Washington, D.C. 20006.

5 Steps To Victory is a publication of the Department of Community Services to help local union leaders organize an effective strike assistance programs. The pamphlet discusses ways to build community support, help members prepare for a possible strike and open a strike assistance center. Publication No. 207. For more information, call 202-637-5189.

When the Paycheck Stops is an AFL-CIO guide to surviving unemployment. Prepared by the Department of Community Services, the manual outlines plans to handle family finances, health care needs, job search and other concerns. Publication No. 205. A summary version of the guide also is available. (No. 204.) Call 202-637-5189.

New OSHA meatpacking proposal flawed by inspection exemptions

By Arlee C. Green

The Food and Commercial Workers and the AFL-CIO welcomed new federal ergonomic guidelines for the meatpacking industry as a good first step, but said the "inspection exemption policy" is too reliant on employer records to trigger inspections.

UFCW spokesman Allen Zack said, "We are disappointed that once again OSHA will rely on employer-kept records to see whether to make inspections." He noted that the guidelines, which apply only to the red meat processors, will not be enforceable in court.

The guidelines are aimed at reducing repetitive motion injuries, which are painful and sometimes crippling and make up 48 percent of all recordable injuries. Red meat processing has historically been a high-hazard industry with cold temperatures, slippery blood-covered work areas, razor-sharp knives and saws, high line speeds and bulky slabs of meat.

Industry-wide distribution

The 30-page booklet, Ergonomics Program Management Guidelines for Meatpacking Plants, will be mailed to every red meat processor in the nation, OSHA said. It urges the meatpackers to implement four elements of the program — worksite analysis, hazard prevention and control, medical management, and worker training and education.

The Occupational Safety and Health Administration developed the guidelines in concert with the UFCW, American Meat Institute and the National Institute for Occupational Safety and Health. The final product is similar to draft guidelines the agency circulated last October.

Zack said the guidelines are adequate for the moment, provided the agency proceeds to rulemaking without delay.

AFL-CIO Safety Director Peg Seminario likewise characterized the voluntary guidelines as only a first step. "The only way to deal with the problem is with a standard," she said. "In an industry with an injury rate of 38 per 100, only a strong OSHA standard and effective enforcement can get employers to change."

OSHA promised to begin its inspection phase next January, targeting companies that "totally ignore the guidelines," said OSHA Administrator Gerald F. Scannell.

Monitoring agreements

Companies that sign agreements with OSHA will be subject to monitoring and inspections in response to worker complaints, but "will not be cited or penalized on ergonomic issues if the monitoring visits show a comprehensive effort and satisfactory progress in abating such hazards."

Zack pointed out there are no guarantees that employers will implement the provisions of the guidelines, and he questioned the ability of OSHA to provide the needed enforcement it promises.

Since OSHA's most celebrated ergonomics case 18 months ago, in which it reached a settlement with IBP Inc., the agency has conducted only one monitoring inspection, Zack noted. And following a similar agreement with Sara Lee bakeries a year ago, there have been no follow-up inspections.

Zack also wondered who will be looking out for workers in plants lacking a union safety committee to help monitor employer compliance with the voluntary guidelines.

Evans workers due added benefits

The federal Pension Benefit Guaranty Corporation is trying to locate former union members who worked at Evans Products Co. in Plymouth, Mich.

Those workers may be entitled to additional benefits under three pension plans terminated in July 1976 — benefit plans for Firemen and Oilers Local 32, Amalgamated Plant Guards Local 114, and Steelworkers Local 2340.

The settlement of a class action suit over changes in vesting requirements, finally completed in 1987, entitles participants of pension plans terminated between 1976 and 1981 to 65 percent of the benefits they were denied, plus interest. The PBGC estimates that 14,000 workers and retirees are eligible for the additional benefits.

To determine eligibility, former employees or their beneficiaries should contact the PBGC, Settlement Implementation Group, P.O. Box 57410, Washington, D.C. 20037-0410.

Health care hearings begin

Continued from Page 3

the two-and-one-half-hour session and Vice Presidents John Sweeney, Gerald McEntee and John Joyce hearing from a number of witnesses.

Among those expected to testify include state representative Neil Corkery, chairman of the Rhode Island longterm health council, Dr. Mary Mulvey, president of the state Council of Senior Citizens, hospital officials and nurses, and Rhode Islanders suffering the consequences of the lack of affordable, accessible health care.

Workers struggle with costs

Opening the hearing will be a panel of working Rhode Islanders who are struggling under a health care system that denies benefits and coverage to full-time workers or sets levels of premiums that families find impossible to meet.

Among the worker witnesses is Kevin Sieczkiewicz, a 43-year-old Machinist who has suffered from kidney disease for most of his life, undergoing years of dialysis and surgery before receiving a new kidney in May 1989.

When Sieczkiewicz's employer, Harris Graphics Corp., was bought out by a foreign company and closed four months later, he and his wife found that they could not afford the $400 monthly payment to continue their health insurance.

Sieczkiewicz said his wife quit her job to find a lower-paying one that provided full health coverage. When they submitted a claim, however, they found her policy has a pre-existing clause and will not cover his medical problems for one year.

Sieczkiewicz's former employer-paid health insurance, together with a federal kidney-patient program, also paid the cost of his medication — $1,400 a month. Now, he can obtain a reimbursement from Medicare, but only after he has paid the $1,400 up front.

"I have a $1,000-a-month mortgage payment and must feed, clothe and prepare my children for college," Sieczkiewicz said. "My supply of cyclosplorine (an anti-rejection drug) is running out. . . .

"I realize I am only one of many people with these kinds of problems. My wife and I worked hard to get where we are. Now we are faced with something totally unexpected and we could lose it all," he adds.

Another witness will testify that she worked three jobs to support her family, but quit them to take one job that offered health insurance. Now she's been laid off and has no money for food and rent, not to mention rising health costs.

A single-parent health care worker who makes $6.40 an hour also will testify that he can't afford the $45-a-week employee contribution under his employer's health insurance plan.

The worker panel will be following by other witnesses including Bill George, president of Nurses and Health Professionals Local 5082, an affiliate of the Teachers, as well as community and elected officials and representatives from other provider, business and citizens groups.

Chicago is next stop

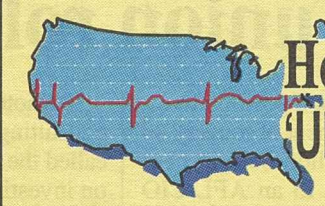
From Providence, the health care hearings move to Chicago on Sept. 28, to San Francisco on Oct. 3, to Louisville, Ky., on Oct. 8, to Detroit on Oct. 11, to Rutgers, N.J., on Oct. 17, to Birmingham, Ala., on Oct. 22, and to Austin, Texas on Oct. 25.

The federation also is taking its campaign for health care reform to the national airwaves, with two "Union Yes" ads that dramatize the critical state of health care. The ads will be broadcast on top-rated network television programs and in some local markets beginning Sept. 24.

A special 30-minute "America Works" production called "Health Care — Critical Condition," which was shown on cable television stations over the Labor Day weekend, is available for rebroadcast by local and public television stations, and for union gatherings.

As part of the nationwide effort, the AFL-CIO is working with employers, government officials, insurers, providers, community representatives and others who share the problem of soaring health care costs, Kirkland told reporters during a recent roundtable session.

But "we are not locked into any particular formula or detailed design," he stressed, adding "we intend to fight it out on this line until we get some action."



Health Care 'UNION YES'

The AFL-CIO's drive for health care reform will include two 30-second Union Yes television commercials to be carried during popular prime time programs. One ad depicts a family forced to sell its home because of the high cost of care for a sick child, and the other uses an ambulance siren and black and white video to document the health care crisis. Following is the tentative schedule:

Program	Network	Tentative Date
Murphy Brown	CBS	Sept. 24
Tuesday Movie	CBS	25
Law and Order	NBC	25
Married People	ABC	26
Unsolved Mysteries	NBC	26
Knots Landing	CBS	27
Gabriel's Fire	ABC	27
20/20	ABC	28
Midnight Caller	NBC	28
Sunday Movie: Twin Peaks	ABC	30
Sunday Movie	NBC	30
Law and Order	NBC	Oct. 1
Thirtysomething	ABC	2
Doogie Howser MD	ABC	3
Cosby Show	NBC	4
Perfect Strangers	ABC	5
Midnight Caller	NBC	5
America's Funniest Part II	ABC	7
Cop Rock	ABC	10
Hunter	NBC	10
Sunday Movie	NBC	14
Major League Baseball		
NL Championship Playoffs	CBS	Oct. 4
AL Championship Playoffs	CBS	7
NL Championship Playoffs	CBS	9
NL Championship Playoffs	CBS	10

INSIDE

VOLUME 35, NUMBER 19
SEPTEMBER 17, 1990

AFL-CIO NEWS

1 ***Kirkland in historic visit to Soviet Union***

AFL-CIO President Lane Kirkland travels to the Soviet Union for an international human rights conference, following a stop in Poland for the 10th anniversary celebration of Solidarnosc.

1 ***Union presidents on the campaign trail***

AFL-CIO Executive Council members are working with state federations to build union support for political candidates who will fight for labor's agenda in Congress and statehouses.

3 ***Garment unions seek curbs on imports***

Textile and garment workers rally and march for limits on imported clothing, textiles and footwear; Senate takes up voter registration and fuel efficiency bills.

4 ***COPE's Project Florida signing up seniors***

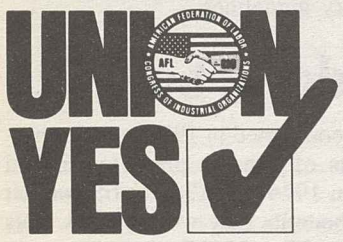
Union retirees are taking to the campaign trail in support of labor-backed candidates in Florida and are seeking to mobilize more than 120,000 retired trade unionists living in the state.

6 ***Daily News unions expand boycott effort***

Pressing management to drop its union-busting tactics, unions at the New York Daily News step up an advertisers' boycott and seek pledges from readers not to buy the paper.

7 ***Pension investments can boost labor voice***

Delegates to an AFL-CIO conference on pension investments learn that union trustees can influence the investment of about 40 percent of the $2 trillion held in pension funds.



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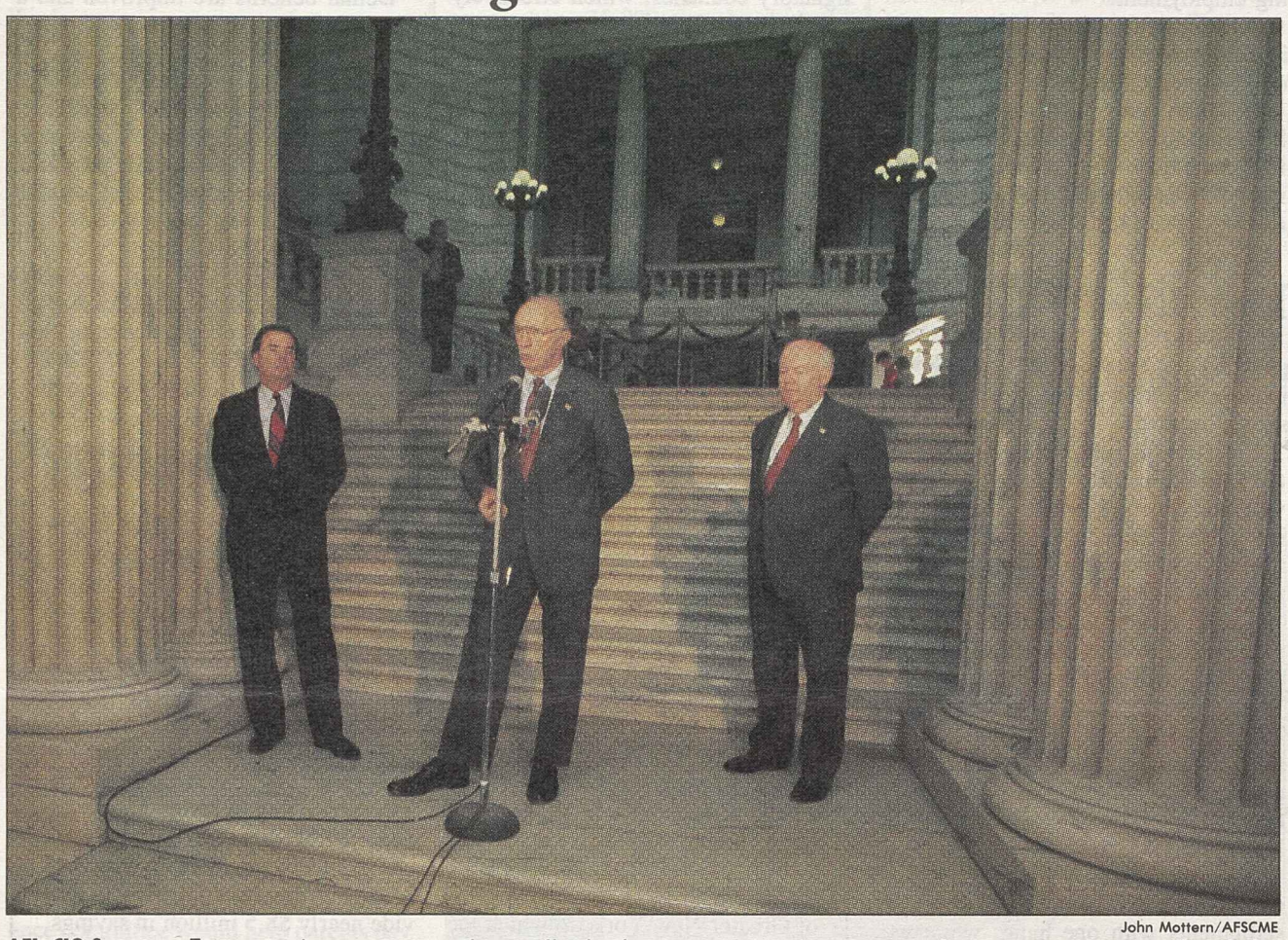
9/17/90

AFL-CIO NEWS

VOLUME 35, NUMBER 20 OCTOBER 1, 1990

Parents and youngsters stretched a paper chain from the Capitol to the White House in a rally for child care legislation. **See page 3.**

Health care hearings



John Mottern/AFSCME

AFL-CIO Secretary-Treasurer Thomas R. Donahue is flanked by Vice Presidents Gerald W. McEntee and John J. Sweeney at a news conference in the rotunda of the Rhode Island Statehouse.

'The system is not working'

By Michael Byrne

The crisis in health care was examined in Providence, R.I., and in Chicago, as the AFL-CIO kicked off its health care reform campaign with the first two of eight regional public hearings scheduled around the country this fall.

In Providence on Sept. 20, AFL-CIO Secretary-Treasurer Thomas R. Donahue, accompanied by Vice Presidents John J. Sweeney of the Service Employees and Gerald W. McEntee of AFSCME, heard from a wide range of witnesses that included Rhode Island workers, health care professionals and providers, union officials, government and community leaders, and experts on the growing problem.

A similar cross section of Illinois citizens testified in Chicago on Sept. 28, where AFL-CIO President Lane Kirkland chaired a hearing committee that included Vice Presidents Owen Bieber of the UAW, John J. Barry of the Electrical Workers, Robert Georgine of the Building and Construction Trades Department and Edward Hanley of the Hotel Employees and Restaurant Employees.

Donahue, addressing a news conference in the rotunda of the Rhode Island Statehouse where the Providence hearings were held, noted that, because the current system is not working, labor is renewing the fight it initiated in the 1950s to create employer-paid health plans, and which it extended in the 1960s through lobbying for Medicare for the elderly and Medicaid for the poor.

''As many as one in three Americans has either inadequate medical insurance or none at all,'' Donahue said. ''More than 11 percent of our gross national product is devoted to paying for health care, yet we're the only industrial country besides South Africa that doesn't guarantee basic health services to its citizens.''

Focus on Providence
— Pages 6-7

Donahue said that labor is sympathetic to employers who are faced with the rapidly rising costs of health care, but that unions will continue to fight the efforts to shift costs to employees through increases in co-payments and deductibles.

''The way to address the problem is not to keep passing more of the cost down the line, while allowing the costs to continue to escalate,'' he said. ''The way to address the problem is to reduce the costs at the top of the structure and provide a system which will give universal coverage.''

The AFL-CIO health care reform campaign seeks to draw public attention to the crisis and to develop a consensus for action that can be pushed in Congress next year. The federation has adopted 10 principles for action that addresses the concerns of cost, quality and access of health care.

As the public hearings got under way, the AFL-CIO launched a television advertising campaign with two 30-second spots that are airing during popular prime-time network programs through early October.

From Chicago, the public hearings move to San Francisco on Oct. 3, to Louisville, Ky., on Oct. 8, Detroit on Oct. 11, Rutgers University, N.J., on Oct. 17, Birmingham, Ala., on Oct. 22 and Austin, Texas, on Oct. 25.

Union members also are rallying Oct. 3, designated ''Health Care Action Day'' by the Jobs With Justice campaign. On that day, workers will wear stickers and pins that call for health care reform, distribute information to the public, picket nonunion firms that don't provide health benefits and join in lunchtime demonstrations.

Job security highlights UAW pact

Ratification expected on accord with GM

By Arlee C. Green

A tentative three-year accord between UAW and General Motors Corp. that provides substantial improvements in job security, income guarantees and pension benefits for 300,000 workers appears headed for ratification.

Early returns in voting show units accepting the package by 80 to 90 percent. The agreement would serve as the pattern for contracts at Ford Motor Co. and Chrysler Corp.

''UAW-GM workers will be better protected than ever from the pressure felt by an industry challenged by a changing global economy, unpredictable world events and intense marketplace forces,'' UAW President Owen Bieber and Vice President Stephen P. Yokich said of the tentative contract.

The UAW limited to 36 the number of weeks GM could lay off workers over the contract's term. When the limit is reached, GM must recall the worker, and if no job is available, the worker will be placed in a Job Opportunity Bank Security (JOBS) program with full pay and benefits.

Any worker laid off would receive full supplemental unemployment benefits (SUB) for the period of the layoff. Workers currently laid off are provided an array of new income protections, including full SUB benefits for an additional 26 weeks for those with less than 10 years' seniority and 52 weeks for those with 10 or more years' seniority.

This unprecedented commitment to job and income security is backed up by a $4.013 billion pledge from GM, with $3.35 billion covering the JOBS bank and SUB protections.

Pension benefits were improved substantially for both current and future retirees, as the basic benefit and early-out payments were raised. The basic benefit will go up by $4.45 a month per year of service, making $30.70 a month per year of service the minimum payment by the contract's final year.

A combination of major benefit increases and lump-sum payments will go to current retirees. The entire package of pension improvements will cost GM $1.46 billion over its current pension expense, the UAW said.

The proposal offers a 3 percent general wage increase the first year, and 3-percent lump-sum payments in the following two years. The current cost-of-living adjustment, one cent for each 0.26 rise in the COL index, was retained,

Continued on page 2

Labor's GATT hopes fade with time

By John R. Oravec

With only 10 weeks left to the scheduled conclusion of the Uruguay Round of trade negotiations, prospects have dimmed for an agreement that would advance the interests of American workers.

Secretary-Treasurer Thomas R. Donahue, who represented the AFL-CIO as chairman of the Labor Advisory Committee in the recent Geneva talks, stressed that time is critical in face of the Dec. 7 negotiations deadline for the General Agreement on Tariffs and Trade.

The Uruguay Round of GATT began in 1986 and involves more than 100 countries in multilateral trade negotiations. But Donahue noted that little progress has been made over the last four years on key labor concerns, including worker rights, import fees dedicated to trade adjustment assistance for workers, and new international rules to confront lopsided trade imbalances.

However, the U.S. government is expected to press for the formation of a study group to address labor's concerns. Donahue said some hope remains that progress still can be made on guaranteeing worker rights in the overall scope of international trade.

The multilateral trade negotiations will move to Brussels for ministerial level sessions in December.

A major stumbling block in the Geneva talks is over U.S. proposals to drastically reduce farm subsidies, a position strongly opposed by the European Economic Community.

Donahue observed that current U.S. emphasis on ''liberalizing'' the flow in agriculture, services and investment will have little impact on America's major trade problem — the widening imbalance in manufactured goods and the continuing loss of U.S. manufacturing employment.

In recent years, the U.S. trade deficit in manufactured goods has exceeded the nation's overall trade imbalance.

Donahue warned that the United States must avoid concessions that affect manufacturing for uncertain gains in other areas. Indeed, he said, a prime concern of the AFL-CIO centers less on what might be achieved than on what might be sacrificed.

AFL-CIO economist Mark Anderson noted that the negotiations pose a threat to U.S. trade laws, as well as state and local statutes. One proposal would abrogate workers' compensation structures of several states. These are state-operated compensation plans that are not open to private insurance carriers.

If adopted, he said, the provisions would be much like the undercutting of the 1933 Buy America Act that resulted from the Toyko Round of GATT talks, concluded in 1979, that sanctioned the government procurement code (GPC).

Under GPC, most federal government procurement is required to be open for competition among the 20 signatory countries, which effectively nullifies the 1933 law. Anderson said Buy American policies — which have been instituted by some state and local governments — are not now covered by the GATT provisions.

But the U.S. Trade Representative wants to eliminate these state and local statutes, Anderson charged.

UAW-GM accord would set pattern

Continued from page 1

and a $600 Christmas bonus will be paid in each year of the agreement.

Penalties for excess overtime were stiffened on a sliding scale and new language expands the union's input into GM outsourcing decisions, committing the automaker to working with the union to preserve jobs.

Sickness and accident benefit would be raised as would extended disability payments.

The union rebuffed GM's giveback demands on healthcare, retaining current coverage and winning increases in the Medicare Part B payments for retirees, surviving spouses and long-term disabled.

Dental benefits are improved and a long-term care pilot program will be extended three years.

Other gains are proposed in grievance procedures, legal services, workplace safety and health, apprentice coverage, 401(k) plan, a expanded child care pilot program, tuition assistance and job skill training.

Daily News unions primed for campaign on all fronts

By Arlee C. Green

The 10 unions at the New York Daily News officially kicked off their boycott campaign at a Sept. 25 news conference, announcing the formation of a Committee to Boycott for Justice at the Daily News and describing a letter to Daily News advertisers requesting they cease advertising with the paper until the employees obtain fair contracts.

The 3,000 Daily News workers, represented by the Allied Printing Trades Council of Greater New York, have been working without contracts since March 31. The Daily News has set up alternate printing facilities in New Jersey and hired stand-by strikebreakers, apparently trying to force a strike.

The boycott committee, composed of labor leaders from around the state and officers of national and international unions, is supported by a full-time boycott office staffed in part by three AFL-CIO field representatives — Roger Clayman, Margo Hall-O'Kane and Gary Horton — as part of the assistance provided by the AFL-CIO Strategic Approaches Committee.

The boycott office, set up in space made available by Ladies' Garment Workers Local 89-22-1, includes a phone bank, where both classified advertisers and display advertisers will be called. In addition to the advertiser boycott, the unions have collected subscriber cards and petition signatures from tens of thousands of New Yorkers pledging to stop buying the Daily News, in preparation for a subscriber and consumer boycott.

The letter to advertisers warns that the 1.3 million union workers in the city will support the boycott, declining to buy from stores that continue to fund the News' anti-labor actions through their advertising dollars.

Allied Printing Trades Council President George McDonald said the unions asked advertisers to honor the boycott ''because it is the right thing to do.'' Those who ignore the unions' request will become targets of a handbilling campaign pointing out to consumers their support for the anti-labor Daily News, he said.

''We are going to continue to hold the olive branch of reasonable compromise settlements with one hand, while we pressure the paper economically with the other hand,'' said Mike Alvino, president of the independent Newspaper and Mail Deliverers Union. ''The future of the newspaper will be up to management.''

The News recently demoted all driver-foremen, forcing them to either take a pay cut and return to the driver ranks or to leave the bargaining unit to become management. None chose to join management.

Those wishing to aid the campaign may contact the Allied Printing Trades Council Boycott Committee at 218 W. 40th St., New York, N.Y. 10018, or phone 212/997-1919.

Unions save New York Post with concession agreements

The 189-year-old New York Post lived to print again as the 10 unions there granted concessions totalling $20 million to keep the paper publishing after owner Peter S. Kalikow vowed to shut it down if the unions didn't agree to his demands.

The Post was losing about $27 million a year, Kalikow said. The unions' accountants found the claim was ''substantially true,'' according to George McDonald, president of the Allied Printing Trades Council of Greater New York, to which the 10 unions belong.

The concessions were spread over the 10 unions, most of which settled new contracts before Kalikow's deadline of Sept. 14. The concessions totaled $17.4 million with an additional $2 million saved in benefits. Kalikow said the company would find a way to eliminate $7 million in overhead.

The Newspaper Guild, which represents 352 reporters, editors, photographers and advertising employees, was asked to provide about $5 million in concessions. At the end of a two-hour meeting on Sept. 17, the members voted 242-45 to approve a package that cuts the workweek from five days to four days, resulting in a 20 percent savings for the paper.

In addition, the Guild had been asked to cut 43 jobs. The contract included a buyout offer that provided full severance plus 60-days' termination pay. The union reported 79 members opted to resign before the Sept. 20 deadline.

The independent Newspaper and Mail Deliverers Union, asked to provide nearly $8.5 million in savings, agreed to a rearrangement of routes that eliminated between 92 and 96 jobs. Many of those workers will exercise bumping rights at the other New York papers.

Among the other unions, the stereotypers and typographers will work a reduced work week and the pressmen agreed to rearrange work schedules, according to Theodore Kheel, legal advisor to the Allied Council. Unions other than the Guild had post-implementation ratification procedures that allowed the contracts to take effect prior to ratification, Kheel said.

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LEGISLATION

Textile bill moves toward veto test

'Overwhelming' vote in House may not be enough

The House, by a 271 to 149 vote, approved a Senate-passed bill to limit imports of textiles, apparel and shoes.

However, the bill faces an almost certain veto by President Bush. While the Senate vote in July was one vote more than the two-thirds needed to override a presidential veto, the House vote fell nine votes short of the necessary two-thirds.

Third time a charm?

Similar legislation was vetoed by President Reagan in 1985 and 1988, and the House failed both times to override. But the bill's backers said the growing level of support with each vote suggests it has a chance of withstanding a veto this time.

Clothing and Textile Workers President Jack Sheinkman said the union was "pleased that the Congress has voted in overwhelming numbers to pass the Textile, Apparel and Footwear Trade Act of 1990."

By passing this legislation with such a large margin, Sheinkman said, "it is clear that now is the time for the administration to join with us to stand up for American workers.

"Our workers and our industry have lost over 500,000 jobs since 1980 and more than 76,000 in the last 12 months," Sheinkman continued. "It is our hope that the president will join with the Congress to reduce our trade deficit, preserve our industrial base, and save American jobs."

The bill would limit imports of textiles and apparel to an annual growth rate of 1 percent, the same rate of growth as in the U.S. market. It also would freeze imports of non-rubber footwear at the 1989 level.

The bill is supported by most congressional Democrats and many Republicans, especially those from states with large numbers of textile and apparel workers.

Opposed by key Democrats

But its enactment has been hindered by opposition from House Ways and Means Committee Chairman Dan Rostenkowski (D-Ill.) and by Ways and Means trade subcommittee Chairman Sam M. Gibbons (D-Fla.).

A week before the House vote on Sept. 18, more than 4,000 textile and apparel workers marched from Capitol Hill to the White House, where they rallied for the bill's enactment. The workers, many of them members of ACTWU and the Ladies' Garment Workers, bore large cloth petitions with the signatures of more than 250,000 supporters of the bill from across the nation.

—Press Associates, Inc.

Paper chain sends message on child care

A paper chain of 200,000 links made by parents and children from 450 cities across the country was stretched from the Capitol steps to the White House as a coalition of labor, church and allied groups rallied for passage of child care legislation.

The demonstration, sponsored by the Children's Defense Fund, included a diverse crowd of parents, children, high school students, senior citizens and other child care activists who formed the line to the White House.

Proposed legislation now in conference committee would help parents pay for quality child care, and improve existing programs. Supporters are putting pressure on Congress to pass the long-awaited legislation before it adjourns in October.

Symbol of determination

"Although it's made of paper, this chain has no weak links, because it was forged in the determination of America's working people to see a national program of safe, affordable child care a reality," said AFSCME President Gerald W. McEntee at a press conference following the demonstration.

McEntee, speaking for the AFL-CIO as chair of its Committee on the Needs of the Working Family, called for the passage of the child care legislation "in this session of Congress and this season of the year."

President Bush has threatened to veto the child care legislation, and opposes the current bill because it is "too expensive" and has too much of what a White House spokeswoman called "administrative overhead."

"A lot of people have worked long and hard," said Brenda Hall, an accounting clerk at AFSCME. "This chain comes from all over — that gives you an idea of how important this is to us. We're a union of working people and working people need child care."

The United States is "a country that should be so ashamed, so deeply ashamed, of not having in place a system by this time," said Elinor Guggenheimer, president of the Child Care Action Campaign.

Ray Crowell/Page One Photography

A paper chain is extended along the Mall in Washington on its way from the Capitol to the White House.

Under proposed legislation, states would be required to set their own child care standards. Protesters said they believe the new legislation would raise standards and the quality of care.

'We need child care'

"We need child care so mom can go to work," said Jonnell Byrams, 4, one of the youngest members of the crowd. Byrams is a student at Friendship House child care center in Washington.

Children's Defense Fund President Marian Wright Edelman told the crowd she recently received a letter from a single mother in Forest Park, Ill., who was searching every avenue to help pay for her child's care while she attended a local college.

"Am I supposed to tell her that she may as well forget her hopes and dreams to make a better life for herself and her child because there are already 20,000 children on the waiting list in Illinois for subsidized child care and that it may be months, even years, before she receives help?" asked Edelman.

If enacted, the legislation would appropriate about $1.85 billion in funding for existing Head Start programs, early childhood education in public schools, and issue grants to states to help parents pay for child care.

Conferees have made tentative agreements on the above provisions, but have failed to decide on another portion of the package that could provide tax credits for low-income working families.

Capitol Digest

A House and Senate conference finished its work on the Civil Rights Act of 1990 last week and both chambers were poised to pass the measure in the face of a White House veto threat.

The legislation, made a priority by the AFL-CIO and a broad coalition of civil rights, women's and other groups, passed both houses by large, but not-veto proof margins earlier this year.

The bill would overturn five recent Supreme Court rulings that made it more difficult for minorities and women to pursue and win job discrimination lawsuits.

Once the civil rights bill reaches the White House, supporters plan to hold daily vigils in Lafayette Park, across Pennsylvania Avenue from the White House, to urge its signing. If President Bush does veto the bill, a close override vote is expected.

In other action on Capitol Hill:

BUDGET — More than a million federal workers and their agencies face automatic layoffs and budget cuts (about 35 percent) if no agreement on a deficit cutting plan is reached by Oct. 1.

After weeks of negotiation between congressional leaders and the White House, the major obstacle to an agreement has been the president's insistence on a capital gains tax cut.

The main beneficiaries of such cut would be wealthy taxpayers with income over $200,000 a year — the same group of people who enjoyed eight years of Reagan administration tax cuts.

CONSTRUCTION SAFETY — The Senate Labor and Human Resources Committee reported an AFL-CIO backed bill, S. 930, which would strengthen construction safety standards. A similar bill is awaiting full committee action in the House.

FUEL — The Senate effectively killed a bill the AFL-CIO claims would cost the jobs of autoworkers and others when a cloture motion (a move to limit debate and send the bill to the floor) was defeated.

S. 1224 would have required huge increases in fuel efficiency for motor vehicles beginning in 1995. While the AFL-CIO supports a national energy policy that includes better fuel efficiency, "improvements in fuel efficiency must be both achievable and reasonable," said AFL-CIO Legislative Director Robert M. McGlotten. "Those called for in S. 1224 are neither."

HOUSING — The AFL-CIO has urged conferees working on House and Senate-passed housing reauthorization legislation to keep rigorous state and local control over modular housing rather than replace those controls with less strict federal regulations called for under the House bill. It also asked that Davis-Bacon provisions be strengthened or added to the bill.

INDOOR AIR QUALITY — Workers in "sick buildings" may be able to breathe a bit easier with Senate passage of an AFL-CIO-backed bill that would create a program to reduce indoor air contaminants.

Unions gaining leave benefits in bargaining

By Candice Johnson

With parental leave legislation stymied by President Bush's veto, a growing number of unions are winning unpaid leave for working parents through contract negotiations.

Unions are designating parental leave and other family benefits as key bargaining proposals, pressing for extended leaves, seniority protection, continued health insurance coverage and other gains for working families.

Among recently negotiated agreements that include family benefits is an agreement between Electrical Workers Local 965 and Wisconsin Power and Light Company in Madison, Wis. The three-year contract includes one-year of unpaid leave — with job protection — for parents of newborn or adopted children.

The agreement, which covers about 1,700 IBEW clerical and technical workers, expanded an existing six-week maternity leave benefit into the family leave policy.

For 40,000 public workers in Illinois — members of AFSCME Council 31 — a family responsibility leave enables workers to take up to one year's unpaid leave to care for a new or ill child, or elderly parent.

Public workers in New York State, members of Civil Service Employees Association Local 1000, an AFSCME affiliate, may use up to seven months' unpaid leave to care for a new baby.

Family leave and care benefits were key elements of last year's contract settlement between the Communications Workers and IBEW and American Telephone and Telegraph Company.

The agreement extended unpaid parental leave to one year, established a $5 million fund to develop community child and elder care centers and provided grants of up to $2,000 to aid parents in the adoption of a child. The contract covers 135,000 CWA members and 35,000 IBEW members.

Currently, 20 states provide some protection — primarily through unpaid leave programs — for workers who must take time off from their jobs to meet family responsibilities, or for their own medical disability.

But a few states are considering adopting paid-leave statutes. A New York state panel has proposed that a worker receive partial pay — half of the worker's weekly wages, up to $170 a week for a maximum of 16 weeks, or 20 for a couple — if the employee must leave a job to care for a child or ill family member. A Massachusetts congressional committee is considering a similar measure.

Bill Burke/Page One Photography

UPIU President Wayne Glenn addresses anti-strikebreaker rally in Lafayette Park, across from the White House.

Paperworkers target strikebreakers

Paperworkers from across the country explored ways to gain anti-strikebreaker legislation, pension reform and other goals during the UPIU's legislative conference in Washington.

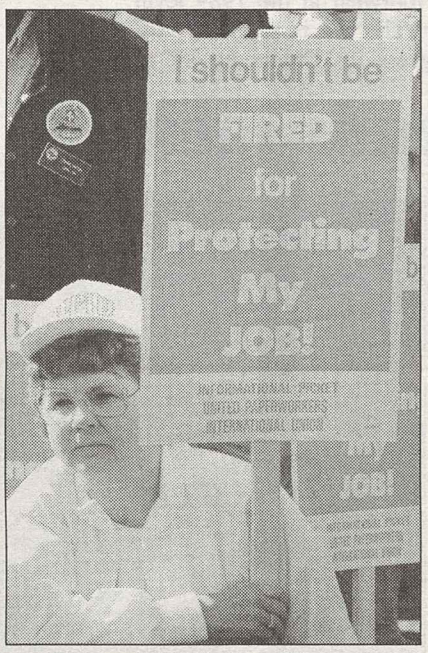
During the conference, UPIU delegates were joined by Carpenters, Graphic Communications Union members, a delegation of Electronic Workers and other unionists at a rally and march to the White House, demonstrating labor's concern over the growing number of employers who have permanently replaced workers exercising their legal right to strike.

The UPIU members spent afternoons on Capitol Hill, with more than 500 delegates urging congressional representatives to sign on as co-sponsors of House and Senate bills that would prohibit employers from permanently replacing strikers.

At morning sessions, participants heard from members of Congress including Rep. Bill Clay (D-Mo.), principal sponsor of the House anti-strikebreaker bill, H.R. 3936, and Rep. Peter Visclosky (D-Ind.). Delegates joined in information sessions on political action and grassroots campaigns.

At the rally, UPIU President Wayne Glenn told nearly 1,200 union demonstrators that "the right to strike has effectively become the right to be fired," because employers have little incentive to bargain in good faith since they can so easily replace striking workers.

"What kind of collective bargaining can we have when we sit down with an employer and look out the window and see hundreds of people lined up at the gate to take our jobs in case we go out on strike?" he asked. "We're fed up with scabs stealing the jobs of our striking brothers and sisters."



Paperworker at anti-strikebreaker rally.

Glenn told the crowd that more than 3,300 UPIU members had lost their jobs to replacement workers over the past few years, most of them fired by International Paper Co. in Maine, Pennsylvania and Wisconsin.

Joining Glenn at the rally were IUE President William Bywater, Rev. Jesse Jackson and Sen. Howard Metzenbaum (D-Ohio), who sponsored the Senate version of the anti-strikebreaker bill.

Pamphlet, video spread message on strikebreakers

The AFL-CIO Industrial Union Department has produced a pamphlet and other materials on the anti-strikebreaker bills that have been introduced in both the House and Senate.

The pamphlet, "Americans Shouldn't be Fired for Trying to Protect Their Families," outlines pending legislation to prohibit employers from firing strikers by permanently replacing them during an economic strike, and urges union members to contact members of Congress about the bills.

The AFL-CIO has sent reproduction slicks from the pamphlet to unions that want to reproduce all or part of the pamphlet in their publications. Those are available from Room 209, AFL-CIO, 815 16th St., N.W., Washington, D.C. 20006.

Other materials include a video, "One Strike and You're Out," and posters, buttons and postcards with the anti-strikebreaker message.

For more information, contact Americans for Workplace Fairness, Suite 301, 815 16th St., N.W., Washington, D.C. 20006. Telephone 202/842-7800.

Miami goes beyond Davis-Bacon with benefits rule

By Arlee C. Green

The Metro Commission of Dade County, Fla., leveled the playing field among bidders for county construction contracts by not only setting prevailing wages, but also requiring that workers be covered by health and life insurances and a pension.

The "responsible employer ordinance," backed by a coalition that included the South Florida AFL-CIO, the Miami Building and Construction Trades Council and the Florida Consumer Federation, aims at exposing abuses caused by contractors who are able to submit low bids because they do not offer health insurance or other benefits to their employees.

The measure covers construction, alterations and repairs, including painting and decorating of public building or public works, except for federally financed work. And it applies to the bid-winning contractor and any subcontractor used on the job.

The ordinance requires that county contract specifications contain provisions that:

- Incorporate the prevailing pay rates and require that employees working on the project be paid no less than these amounts.
- Require bidders, as part of a bid submission, to submit documented proof that the required wages and benefits will be paid, to keep employment pay records, and that the county must review such records at least once a quarter.
- Require assessment of liquidated damages of $200 per day for each failure to pay the required wages and benefits.
- Require the contractor to maintain a ratio of not more than one non-journeyman, non-supervisory employee for every three journeymen utilized in the performance of the work.

A three-year debarment from bidding or participating in county contracting can be imposed when a contractor is found to have violated any of those requirements.

In a related action, the Dade and Broward Building Trades Councils are aiding in a Public Policy Research Institute study which shows that the long-term cause of the present financial crisis at the county's Jackson Memorial Hospital is due to growing "indigent" burden, mainly from uninsured workers.

The councils are working along with the Florida State Council of Senior Citizens, A. Philip Randolph Institute and the Labor Council for Latin American Advancement to gain enactment of similar ordinances around the state.

Reservists' health benefits continue at their cost

By Michael Byrne

Workers called into military service during the current Persian Gulf crisis are entitled to continued health care coverage, at their own expense, the Internal Revenue Service said in a notice to employers.

The IRS cited the Consolidated Omnibus Budget Reconciliation Act (COBRA) of 1986 in warning employers that they must extend continued coverage under group plans, since military health plans are not considered "group health plans."

Some employers have voluntarily continued health care coverage for employee-reservists for various periods of time, and the IRS statement constitutes only the most basic requirement for employers. A survey by the International Foundation of Employee Benefit Plans found 62 percent of 114 employers were extending benefits beyond the legal requirement, including 53 percent for medical-dental coverage.

While the IRS ruling may leave reservists at the mercy of employers on health care, an obscure 1940 law may allow them to reduce interest rates on consumer loans.

The Soldiers' and Sailors' Civil Relief Act provides a limit of 6 percent on interest rates that military personnel, including reservists, pay on credit cards, auto, student and other personal loans, as long as the debts were incurred before they joined the military.

Nearly 25,000 reservists have been called to duty since Iraq invaded Kuwait two months ago, and another 15,000 are expected to be called up. Maritime unions are crewing pre-positioned and reserve vessels ferrying weapons and supplies to more than 125,000 U.S. troops in the Persian Gulf area.

The massive sealift — more than 1,300 civilian seafarers are crewing 42 ready-reserve vessels — has raised questions in Congress about the U.S. sealift capability, which includes 121 older vessels that "would be dead on arrival," said Rep. William S. Broomfield (R-Mich).

Maritime unions are urging Congress to boost the sagging merchant industry to ensure that enough American ships and seafarers are available to meet requirements in the future.

Testifying before the House Merchant Marine Subcommittee's oversight hearings on activation and operation of the ready reserve, Terry Turner, director of the Seafarers Department of Congressional and Governmental Relations, noted that SIU had been able to crew the ships called up to the Persian Gulf despite a loss of seamen.

"With a shrinking merchant fleet, professional seafarers cannot be expected to hang around waiting for employment in an industry that seems to be going down the tubes," Turner said. "Consequently, a great deal of the skilled manpower once available has been lost to the industry."

MEBA District 2 Executive Vice President Jerome E. Joseph, in his testimony to the subcommittee, called for government support of private enterprise, rather than a reliance on subsidies.

Capt. Robert Lowen, president of the Masters, Mates and Pilots, testified in support of the proposals recommended by the President's Commission on Merchant Marine and Defense, and further urged the subcommittee to consider revising the current procedure of determining who operates Ready Reserve Force vessels.

"The maintenance and future operating responsibilities of vessels in the Ready Reserve Force are thrown open to entrepreneurs who are not required to have operated any ship commercially but who merely submit the lowest bottom line bid," Lowen told the subcommittee.

Marine Engineers President C.E. "Gene" DeFries, citing the Persian Gulf crisis during a ceremony in which he received the Admiral of the Open Sea award, warned trade negotiators not to include maritime in the General Agreement of Tariffs and Trade (GATT), noting that in any conventional conflict, 95 percent of all military cargoes go by sea.

"It would be foolhardy to sign away this defense . . . for some GATT trade benefits in another sector," DeFries said.

MEBA gains 4-year pacts for ship crews

The Marine Engineers have negotiated new four-year agreements for both licensed and unlicensed crews on dry cargo and tanker fleets with basic pay gains ranging from 17 to 20 percent.

MEBA said key provisions in the accords for licensed members include:

- No reductions in manning.
- Full cost-of-living protection starting in the second year of the contracts.
- Major increases in pension credits as well as the an improvement in the formula to determine pension benefits.
- Gains in health care coverage to reduce the burden on members, families and pensioners.

The licensed division dry cargo agreements have been ratified by a 9-to-1 margin with American President Lines, Puerto Rico Marine Management Co., Sea-Land Service, Matson Navigation Co. and Farrell Lines.

The licensed division tanker pacts are up for ratification at Keystone Shipping, Marine Transport Lines, Moore McCormack and Maritime Overseas Corp.

Contracts negotiated by the MEBA unlicensed seamen's division covering up to 15,000 members on deep sea dry cargo and tanker vessels were ratified overwhelmingly, the union reported.

The agreement, which replaces three-year contracts with 17 ship owners that expired June 15, provides annual pay increases of 5-5-5-4 percent for tanker crews and 5-4-4-4 percent for dry cargo crews, along with full cost-of-living protection.

Division Chairman Louis Parise of District No. 1 MEBA/NMU said the members at nine deep sea port branches approved the agreement on a 537-to-2 vote.

The agreement is the first negotiated since the merger of the National Maritime Union with MEBA in 1988. Parise said the accord provides for improved health care coverage, vacations and work rules.

Parise said steps also were made to strengthen the NMU Pension Plan by transferring $30 million from the union's training program, derived from the sale of the NMU building in New York City.

John R. Oravec/AFL-CIO News

An Executive Council committee studying the creation of an AFL-CIO Asian-American support group gathers in federation headquarters for the first of several planned meetings. Chairman is Ladies' Garment Workers President Jay Mazur, second from left, and committee members are Service Employees President John Sweeney, right, AFSCME President Gerald W. McEntee, second from right, and Hotel Employees and Restaurant Employees President Edward T. Hanley, fourth from right. From left are Joe Shantz, director of the AFL-CIO Department of Organization and Field Services, Mazur, Organization and Field Services Assistant Director Virginia Diamond, ILGWU Vice President Susan Cowell, May Chen of the ILGWU staff, AFL-CIO Civil Rights Director Richard Womack, Hanley, AFSCME Assistant to the President Jack Howard, McEntee and Sweeney. Other council members on the committee are Food and Commercial Workers President William H. Wynn, Teachers President Albert Shanker and Electrical Workers President John J. Barry.

Buy American statutes upheld for Pentagon

Following an out-of court settlement in a lawsuit filed by the National Council of Industrial Defense, a portion of the $22 billion the Department of Defense spends annually on foreign-made equipment will be returned to U.S. manufacturers.

The settlement puts an end to the two-year-old lawsuit in which NCID charged that Pentagon officials had illegally waived provisions of some 68 Buy American statutes in thousands of procurements involving billions of dollars annually.

The terms of the settlement filed in court Sept. 13 concede:

- That the president's authority to blanket waivers of the Buy American Act of 1933 does not cover defense products;
- With the exception of the Buy American Act of 1933, the DOD's reciprocal trade agreements cannot lawfully interpret a waiver of 67 other Buy American laws enumerated in NCID's complaint.

The settlement is a "milestone in our efforts to impose controls on the Pentagon and restrict its buy-foreign procurement practices," said Paul Burnsky, president of the AFL-CIO Metal Trades Department.

The Pentagon's purchases of foreign-made military hardware and technology for American forces seriously erodes the U.S. industrial base and undercuts the livelihood of American workers, he said.

Burnsky pointed out that 25,000 U.S. jobs hinge on each $1 billion in Defense Department procurement.

Federal Judge Norma Johnson denied a series of pre-trial motions last year, made by the secretary of defense in an unsuccessful attempt to have the case dismissed. The judge's ruling permitted NCID to inspect Pentagon documents and question its officials under oath.

Because the settlement is "without prejudice," NCID can monitor future DOD procurement and reinstate any litigation if necessary.

A future test is in the making with the Middle East crisis. The call to arms — and supplies — has "underscored the importance of domestic sources of the entire range of defense-related products, from nuts and bolts and ball bearings to tanks, planes and ships," Burnsky said.

NLRB removes restrictions that threatened hearings

The National Labor Relations Board has removed most cost-saving restrictions it had placed earlier on the handling of unfair labor practice cases, the agency said.

NRLB General Counsel Jerry M. Hunter said a thorough fiscal review showed the agency would not face a shortfall. That, coupled with the savings generated by the restrictions, allowed the NLRB to resume unfair labor practice investigations and to schedule ULP hearings. Further, no furloughs were necessary for NLRB employees, who are members of two independent unions.

Hunter said the decision to restrict certain casehandling operations was based on "the status of the budget as reported to me at the time and the necessity to exercise extreme caution in order to preclude budget deficiencies."

During the period of restrictions, some unfair labor practice hearings were rescheduled because of costs involving travel, car rental, court reporters and document copying.

Hearing explores health care problems, appro

AFL-CIO tour's first stop draws attentive crowd

By Michael Byrne
Providence, R.I.

The AFL-CIO found a ready audience for its first regional public hearing on the flawed U.S. health care system, as witnesses exposed the depth of the problem in New England and explored some possible alternative solutions.

The hearing, held at the Rhode Island Statehouse, was carried gavel-to-gavel by the government cable television system and was beamed via satellite by the AFL-CIO Labor Institute of Public Affairs to television stations across the country. It was covered by most of the major media in the area.

AFL-CIO Secretary-Treasurer Thomas R. Donahue, addressing the packed state Senate Finance Committee hearing room, noted that 12 percent of Rhode Islanders are without health care, only marginally better than the 15 percent nationwide.

Trouble in Rhode Island

"The danger signals are clear," he said. "Nearly 60 percent of uninsured Rhode Islanders are under the age of 30, and more than a third of the total are children."

Donahue, flanked by Vice Presidents John J. Sweeney of the Service Employees and Gerald W. McEntee of AFSCME, heard of the desperate plight of many Rhode Islanders and their children by a panel of workers introduced by state AFL-CIO President Edward J. McElroy Jr.

The workers described how they had fallen through the cracks of the current system, unable to afford medical insurance for themselves and their children.

Louis Calderon, a single parent of two young boys, testified that he is unable to afford health insurance even though he is himself involved in health care — as a nurses' aide at Hopkins Health Center.

Facing hard choices

"I had to choose between buying essentials for my children, for example diapers, and health care benefits," Calderon said.

Another witness, Machinist John Kevin Sieczkiewicz, described the pain of losing his job while facing a $1,400-a-month bill for maintenance medication for a transplanted kidney. When his wife took a lesser paying job to gain health insurance, a pre-existing clause left him ineligible for treatment for a year.

Photos by John Mottern/AFSCME

Some 70 people jammed the Rhode Island Senate Finance Committee hearing room to hear about health care.

Unemployed Steelworker Sandra Henley is coping with the health needs of her three children, including a 14-year-old daughter who has asthma that requires continual treatment. Since she was laid off her shipyard job, Henley has taken her daughter to a doctors' group that previously was paid through her former health insurance.

'What will I do?'

"Amber will be back in the doctor's office by this hearing date," Henley said. "By then they will probably discover that I am without health benefits. I am afraid they will turn her away when they know I cannot pay for the visits. Then what will I do?"

The workers' statements, Donahue said, "provide more eloquent testimony than anybody's speeches about the problems of the health care system." No one who followed could answer Henley's question, although several expert witness provided insight into the complexities of the overall question of health care reform.

Robert A. Urciuoli, president of Providence's Roger Williams General Hospital, thanked the AFL-CIO for bringing "the issue of access to affordable health care right to the front-burner of America's consciousness and conscience," but warned that solutions to the problem would not come easily.

"No one part of the system can be blamed for getting us where we are today, and I am equally confident that no single entity has the wisdom, resources or power to correct the many problems that face us," Urciuoli said.

Urciuoli noted that Rhode Island's non-profit hospitals have a tradition of providing care for the uninsured as well as the insured. Uncompensated care in state hospitals totalled $38 million in 1989, he said. But the cost of that care eventually is passed on to the insured, or to those who pay out of pocket, fueling the escalating cost.

Patchwork approach

"The state, in recognition of the fact that it provides no public hospitals, has made a small cash contribution," Urciuoli said. "And just this past spring, a new law was enacted providing for low option insurance plans to encourage more employers to provide coverage for their workers. Both moves are helpful, but from where I sit, neither will come close to solving the problem."

State Rep. Neil A. Corkery outlined the steps that Rhode Island has taken to address the health care crisis, but allowed that many more steps must be taken to alleviate the problem.

"Access to quality health care for all persons is one of the most difficult and troubling issues a state legislator confronts," Corkery said.

"It is difficult due to the system's complexity and resiliency to the free market forces with which we are accustomed to dealing. It is troubling to witness the effects that lack of access has, particularly on our children."

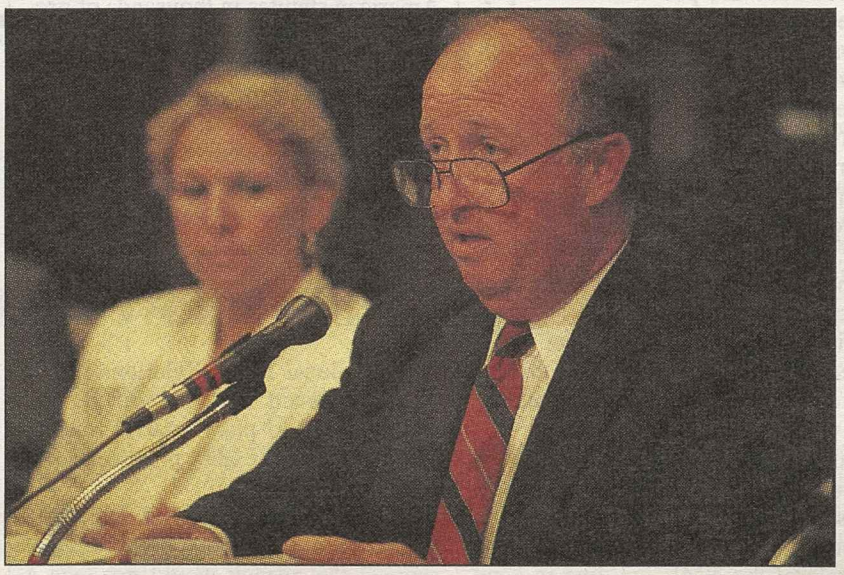
Basic plan in Rhode Island

Corkery described a Basic Health Insurance bill passed this year by the state General Assembly, which defines a program of minimum benefits that can be sold by health insurers to Rhode Islanders who are not covered by other health insurance, and to companies with 25 employees or less who have not offered health insurance in the past two years.

"Our next step will be to seek some state funding to subsidize the working people who still cannot afford this basic health insurance," Corkery said. "Access for them and their families will be high on our legislative agenda."

Corkery criticized "health care rationing," such as that being proposed in Oregon and other states, and urged the AFL-CIO to consider the importance of mental health and substance

Seeking answers: AFSCME President Gerald W. McEntee.



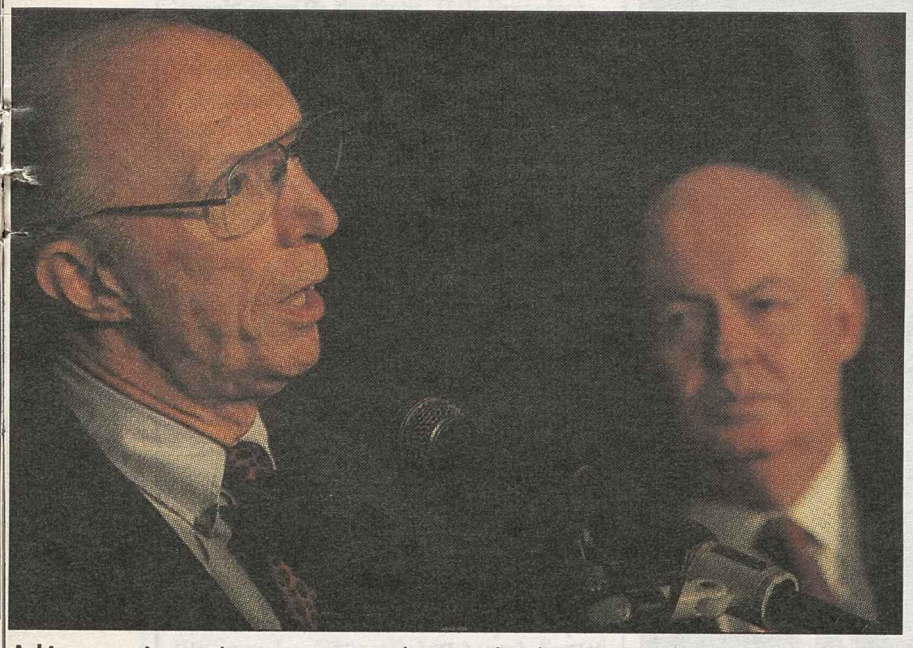
Rhode Island AFL-CIO President Edward McElroy with Sandra Henley.

Former Labor

ches in New England

"No one part of the system can be blamed for getting us where we are today, and I am equally confident that no single entity has the wisdom, resources or power to correct the many problems that face us."

— **Robert A. Urciuoli**
president, Roger Williams General Hospital



Asking questions: Thomas R. Donahue and John J. Sweeney.

abuse treatment as forms of basic health care.

The efforts by Rhode Island, Massachusetts and Connecticut to alleviate the problem of the uninsured were acknowledged by former Secretary of Labor John Dunlop, who suggested that no state plan could succeed without assistance on the federal level, and without the cooperation of health care providers and the insurance industry.

"Some national framework is essential," Dunlop said. "I would come down on the side of some negotiating arrangements that should exist between providers on the one hand and the purchasers of health care as a group, including government as a purchaser, on the other side.

"With a specified framework for those negotiations, some of them could of course be regionalized," he added.

Mollifying employer concerns

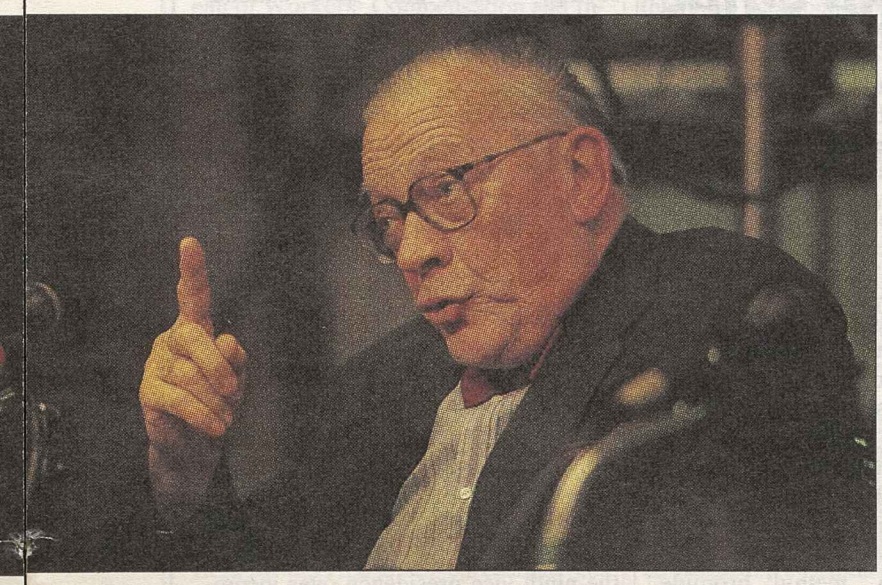
The employer-mandated approach taken by Massachusetts "suffers the enormous opposition of small business groups," Dunlop said, recommending a form of subsidy or allowance, or a rewriting of the insurance rules, as accomplished in Connecticut, to mollify these groups.

"It is my personal considered view that no health care program will be adopted in the United States in the foreseeable future that does not spread various measures over a five-year period," Dunlop said. Employer-mandated insurance could have a role, but only "after certain other measures have been developed," he said.

Hearings move on

Other witnesses included Bill George, a registered nurse at Memorial Hospital in Pawtucket, R.I., and president of Local 5082 of the Teachers' Federation of Nurses and Health Professionals; Norma Williams, a reproductive health counselor and president of SEIU District 1199, Providence Ambulatory Health Care Foundation Chapter; David Barricelli, business manager and trustee, health and welfare fund, Bricklayers Local 1; Tom Chellel, president of AFSCME Council 94; Dr. Mary Mulvey, president of the Rhode Island State Council of Senior Citizens; and John Slavin, president of Rhode Island Retiree Chapter 94, AFSCME.

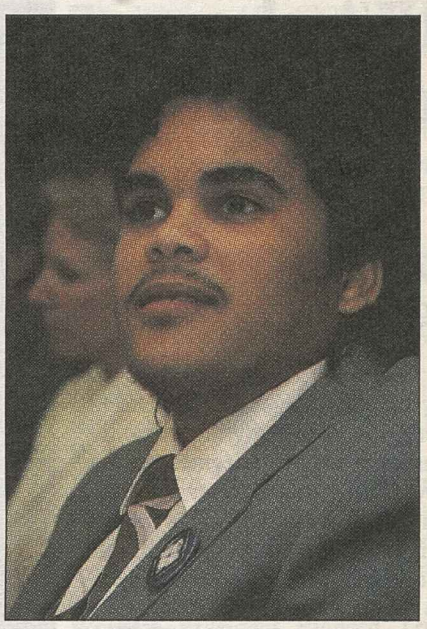
From Providence, the AFL-CIO health care hearings moved to Chicago on Sept. 28, San Francisco on Oct. 3, Louisville, Ky., on Oct. 8, Detroit on Oct. 11, Rutgers University in New Brunswick, N.J., on Oct. 17, Birmingham, Ala., on Oct. 22 and Austin, Texas, on Oct. 28.



John Dunlop discussed some options.

Workers tell their stories:

'We cannot afford to live as our grandparents lived.'



I am a single parent with two children. I work as a nurses aide for $6.40 an hour. I would have to pay an extra $45 a week for health benefits. I cannot afford the cost of the family plan so I receive an extra $1.05 an hour instead of benefits.

The only way I can make ends meet is to work overtime. We work as much as three or four extra shifts a week, but I am not able to provide the quality care for my children when working that many hours. I recently paid off a $500 hospital bill for taking Ishmeal to the emergency room to treat an ear infection; Louis Jr. had stitches, but I have not gotten the bill.

We have a big health care problem in the United States. We cannot afford to live as our grandparents lived when it did not cost that much to visit a doctor. Insurance costs have become outrageous. Will it come down to if you don't have health insurance you will not get treated?

—Louis Calderon

'We need the government to care about the working poor'

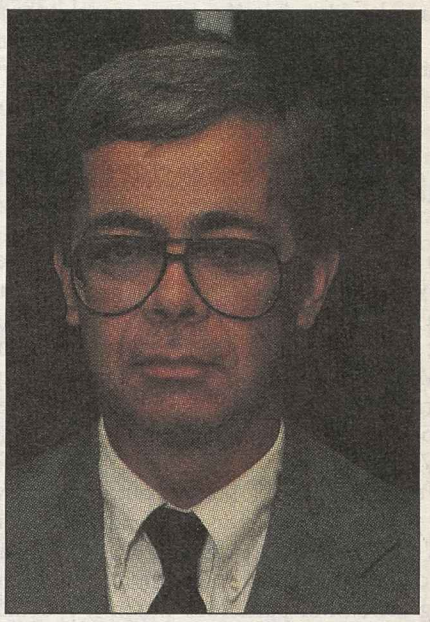
I found work last May at Director's Shipyard. I did receive health benefits for my family. But I was laid off 3½ months later. Suddenly I was without benefits again.

I am worried about Amber's asthma. Between August and January she will have a minimum of five attacks which will require a doctor's care. I have taken Amber to a Pediatric Group because it is less expensive. Amber had an attack two weeks ago, but I was afraid the doctor would not treat her if he found out I no longer had health benefits. I made the decision not to tell him.

I don't want to have to deal with state aid when I have been working all my life. We need the government to care about the working poor.

—Sandra Henley

'We had the American way of life. We could lose it all.'



I have had kidney problems most of my life, but in 1980 I was a member of the Machinists, employed at Harris Graphics with good health benefits, married two years and blessed with my first child. This was truly what I had grown to think of as the American way of life.

In 1985, I was diagnosed as being in a pre-chronic kidney failure condition. In May of 1989, after existing in what I like to call a "twilight zone" — living but not living, I received a successful kidney transplant. It has been one year and three months since this operation and I can't begin to tell you what a miracle it has been.

Harris Graphics closed its plant in September 1989 after being bought out by a foreign company. My wife had to quit her job and find another job that provided full coverage. But her insurance policy has a pre-existing clause that will not cover my medical problems for a year.

My wife and I worked hard to get where we are. Now we could lose it all . . . part of a big problem in this country no one wants to recognize.

—Kevin Sieczkiewicz

UMWA change boosts funds for organizing

Mine Workers also target bargaining

Miami Beach, Fla.

A new financial structure designed to strenghten bargaining and organizing was created by delegates to the Mine Workers 100th anniversary convention, who vowed to follow up on their landmark victory at Pittston Coal.

The convention empowered the executive board to reorganize its districts and to use interest from the UMWA defense fund, about $4 million a year, to support collective bargaining. The interest as well as the principal on the union's $57 million strike fund was previously reserved to pay strike and health care benefits to strikers.

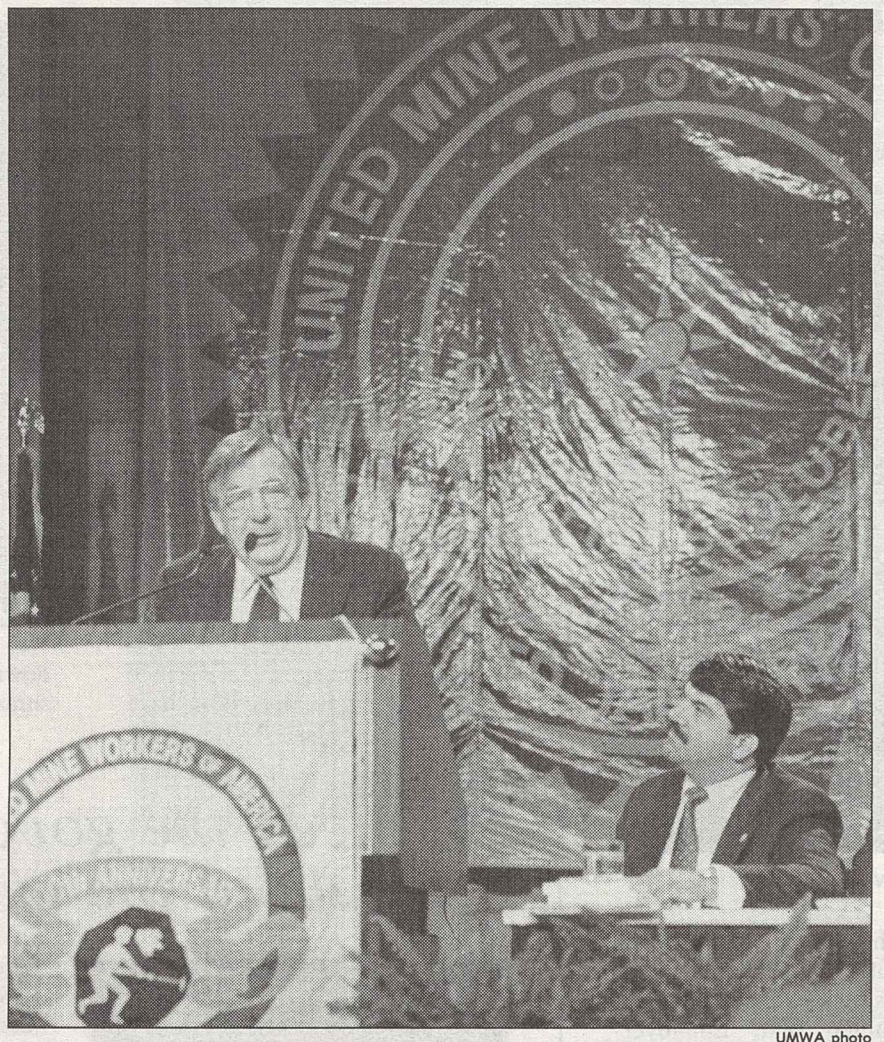
In proposing the changes, Mine Workers President Richard Trumka said the action would free up money for organizing, as well as paying for such activities as the advertising campaign that was instrumental in the Pittston victory.

A convention resolution bound locals, districts and other units of the union to work toward the goal of using 50 percent of its resources to organizing. The changes were designed to move out of an era of "protecting what we have" and move aggressively into new areas.

Those new areas will include mine safety, health care, organizing, political action, family issues such as child care and medical leave and international solidarity in confronting multinational energy companies. The convention cited the June 1990 organizing victory among more than 800 miners at the South East Coal Co. in eastern Kentucky as the kind of activity that will be expanded.

Secretary of Labor Elizabeth Dole drew a rousing response from the convention when she said MSHA, the Mine Safety and Health Administration, was "chartered to be an enforcement agency, not a guidance counselor" and restated her "commitment to solving the retiree health crisis."

Dole appointed a commission to study health benefits in the industry as part of her intervention in the Pittston strike, which helped to settle the dispute.



UMWA photo

UMWA delegates hear Lane Kirkland outline the AFL-CIO's health care reform campaign. At right is UMWA President Richard Trumka.

AFL-CIO President Lane Kirkland defined the federation's health care reform campaign to the convention as a major effort "to educate the public on this issue, with an eye toward legislation that will make basic health care the right of every American."

Noting the major role of health care in the Pittston negotiations, Kirkland told the 1,000 delegates "health care is a chief issue in nearly every contract negotiation and it's now the key factor for four-fifths of all striking workers."

Anthony Mazzocchi, secretary-treasurer of the Oil, Chemical and Atomic Workers, also spoke on health care and the Rev. Jesse Jackson told the convention that coal miners should have the same kind of health indurance coverage the nation provides to presidents, senators and Supreme Court justices.

Damning elected officials from any party whose motto is "our corporations, right or wrong," the convention resolved to get more union members to run for public office and declared the UMWA could "no longer afford the luxury of asking our members to support the lesser of two evils."

An estimated 100 UMWA members are running for office in the United States and Canada. Trumka is among the AFL-CIO vice presidents who have agreed to visit specific states to help with COPE campaigns.

The convention also heard from Lynn Williams, the Steelworkers president who chairs the AFL-CIO Strategic Approaches Committee that coordinated support for the Miners at the Pittston, and AFSCME President Gerald W. McEntee, who chairs the AFL-CIO's committee on family issues.

The call for global solidarity at the convention featured John Vanderveken of the International Confederation of Free Trade Unions, Cyril Ramaphoso of the National Union of Miners of South Africa and John Maitland of the Australian Mine Workers.

Bricklayers lay groundwork for new decade

Reno, Nev.

The Bricklayers, celebrating the union's 125th anniversary with a convention promising a "Decade of Promise," vowed to meet the challenges of organizing, health care, industry development and strengthening the union's position at the bargaining table.

"We must heed the fact that our health depends on the health of the masonry industry," BAC President John J. Joyce told the 682 delegates.

A challenge of the '90s will be the process of regionalizing the union's structure, bringing local unions into the mainstream of the international's policy- and rule-making by developing an open, participatory decision-making process, he said.

The challenge to increase membership, emphasized in a video titled "Decades of Progress," was stressed by guest speakers, Eugene George, president of the International Council of Employers of Bricklayers and Allied Craftsmen, and Allan Lippert, president of the Tile Contractors Association of America.

AFL-CIO President Lane Kirkland told delegates the labor movement enters the 1990s "stronger, wiser and more determined" after having endured "the Reagan era — a decade of excess, avarice and illusion. . . . Now the bills are coming due for all that rampant speculation, unabashed greed and social neglect."

He pointed to the vast public obligations "we now face in order to rectify the systematic bilking of our savings and loans, rampant corruption in our federal agencies, the crumbling of our infrastructure and the rise of homelessness, poverty and drug abuse. It is left to the trade union movement to find a way out of this mess . . ."

President Robert A. Georgine of the AFL-CIO Building and Construction Trades Department called on delegates to work to "protect our gains" by electing state legislatures that will assure a friendly Congress for the next decade.

Lynn Etheridge, a health care analyst for the federal Office of Management and Budget under four U.S. presidents, blasted the current state of health care and urged the delegates to get involved, saying, "We'll only have national health insurance when there is a public demand for action."

Other guest speakers included Civic Forum President Jan Urban of Czechoslovakia, Ryszard Dabrowski of Poland, Canadian Labor Congress President James A. McCambly, Plasterers' and Cement Masons' President Robert J. Holton, Brian Atwood of the Democratic National Institute, and Kazimieras Uoka, chairman of the Union of Lithuanian Workers.

In elections, 12 incumbent officers, including Joyce and Secretary-Treasurer L. Gerald Carlisle, were re-elected without opposition. BAC Representative Thomas McClanahan ran unopposed for seventh vice president. BAC Representative Alfred DiRienzo won the ninth vice presidency over incumbent Thomas McIntyre.

Chavez arrested in protest over grape sales

Farm Workers President Cesar Chavez and Vice Presidents Dolores Huerta and Arturo Rodriguez were among a dozen persons arrested Sept. 10 in Montebello, Calif., for defying a temporary court injunction barring grape boycott activities against California's Vons/Tianguis supermarkets.

The union said Vons backed out of a 1989 pledge to stop selling pesticide-tainted table grapes. As an adjunct to its boycott of table grapes, the union is seeking the ban of pesticides which it says have killed farm workers and their children.

Two of Chavez's granddaughters were in the group charged with a misdemeanor for violating the picketing ban. The Los Angeles County prosecutor's office declined to prosecute the cases when the restraining order was declared void because a hearing was not set on the matter within the 15-day state limit.

Superior Court Judge Stephen O'Neil, who issued the restraining order, refused requests by Vons' lawyers to reinstate it and to make it statewide. A hearing on the restraining order is scheduled for Oct. 1.

The initial order, obtained by the Agricultural Labor Relations Board on behalf of Vons, had prohibited UFW supporters from talking to, leafleting, picketing, chanting or encouraging prospective customers not to shop at Vons or its Latino-oriented subsidiary, Tianguis.

Since June, UFW members and supporters have been picketing eight Vons stores to draw attention to the use of cancer-causing pesticides on grapes and to the union's boycott.

Vons' executives acknowledged that the informational picketing has hurt its table grape sales.

Clusters of cancer cases found among farm workers and their families have been found to far exceed the normal occurrences of cancers, the union said, and those victims, including a number of children, have cancers that coincide with exposure to the kinds of pesticides used on grapes. The pesticides have also been linked to birth defects.

The UFW is pressing for a ban on the use of dinoseb, methyl bromide, phosdrin, parathion and captan.

IUE presses striker bill, election work

Detroit

The Electronic Workers convention stepped up the battle to preserve union jobs, which are under fire from strikebreaking employers and the Bush administration's foreign trade policies.

Effective political action — percolating up from the grass roots — is the key to winning the fight, IUE President William H. Bywater told delegates.

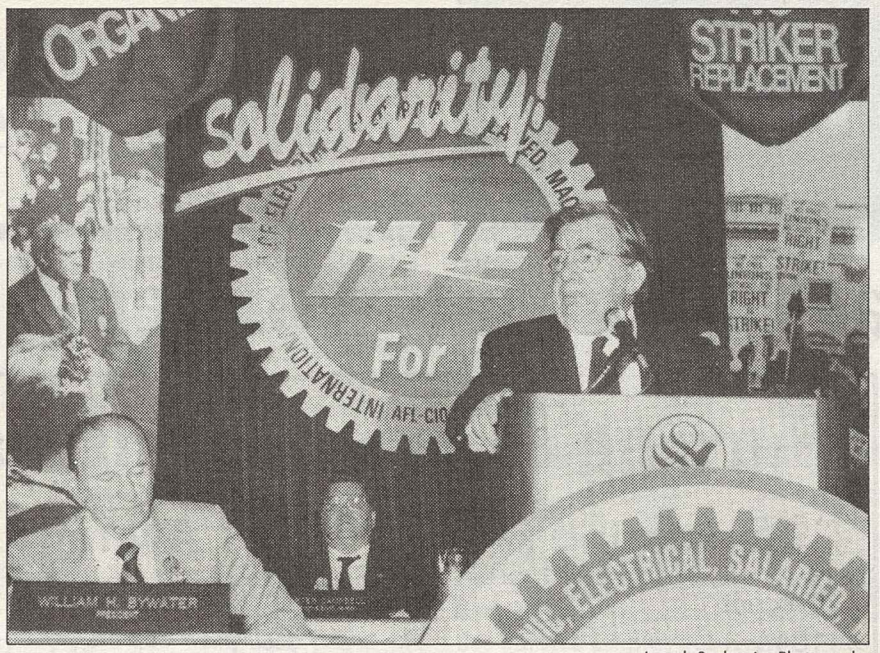
IUE members need to write politicians, picket and demonstrate over their anger about the loss of jobs, Bywater stressed in generating delegate support that brought thousands of union members to a Washington rally pressing anti-strikebreaker legislation now before Congress.

''Where can a worker lose his or her job for exercising the legal right to strike?'' a convention resolution asked. ''Right here in the United States of America.''

Delegates roared their approval of the convention action, which urges congressional passage of the Clay-Metzenbaum bill that would prohibit the hiring of permanent replacements in economic strikes.

The legislation, introduced by Rep. William L. Clay (D-Mo.) and Sen. Howard M. Metzenbaum (D-Ohio), would also prohibit employers from discriminating against workers who return to their jobs after strikes or lockouts.

Bywater warned that a proposed free-trade agreement between the Bush administration and Mexico — that could eventually include all of Latin America — would make ''today's recession seem like a picnic.''



Joseph Sopkowicz Photography

Lane Kirkland addresses Electronic Workers convention. IUE President William Bywater is at left.

AFL-CIO President Lane Kirkland told delegates that the federation is working ''to expose the sham of the maquiladora program along the Mexican border, which has caused the export of thousands of American jobs while doing nothing to elevate the conditions of Mexican workers.''

America's policy should be to help Mexico raise wages and living standards, he stressed, ''not to force American workers to compete with labor costs of a buck-an-hour and less.''

Rep. Clay and Labor Secretary Elizabeth Dole also spoke to the convention.

In a major convention resolution, delegates assailed President Bush's defense procurement policies of allowing prime contractors to subcontract jobs to foreign producers.

''Workers who are losing their jobs from reductions is defense spending are taxpayers who...pay the bill for the defense work which is being moved out of the country,'' the resolution noted. It called for a halt to ''the unprecedented tide of foreign sourcing which threatens not only our future industrial capacity, but also our national security in a time of crisis.''

In other resolutions, the convention called for wider participation by IUE locals of membership payroll checkoffs for its COPE political action committee fund, stepped-up organizing programs and all-out support for IUE negotiators in current talks with General Motors and with General Electric next May.

In amending the IUE constitution, delegates approved the reallocation of a portion of monthly per capita payments from the union's strike fund to the general fund beginning next year. Under the union's dues escalator clause, the international would receive $9.93 a month, districts $1.02 and locals $7.46.

The IUE strike fund currently exceeds $40 million, Secretary-Treasurer Edward L. Fire reported.

Laws retires as Virginia elects LeBlanc

Richmond, Va.

The Virginia AFL-CIO on Sept. 28 installed Daniel G. LeBlanc as president to succeed David H. Laws, who is retiring. The delegates also elected James R. Leaman as secretary-treasurer, succeeding LeBlanc, and re-elected Russell Axsom as vice president.

LeBlanc 46, served six years as the state body's secretary-treasurer. A 20-year union member and former president of the Virginia State Council of Machinists, he joined the IAM in 1970 while working at Brown and Williamson Tobacco Co. in Petersburg, Va.

Laws had headed the organization from 1984, after serving two years as its secretary-treasurer. He was honored by convention delegates at a dinner in which Sen. Charles Robb and Mine Workers President Richard Trumka were keynote speakers.

Leaman, 39, is a member of the Communications Workers who chaired the state AFL-CIO's Union Yes campaign and led its successful effort to elect L. Douglas Wilder as governor last year.

Axsom, 54, was re-elected to a third term. He is president of the Steelworkers Local 8888.

AFL-CIO Secretary-Treasurer Thomas R. Donahue lauded Laws' leadership of the state federation over the past half-dozen years, and noted its successful efforts last year in getting Wilder elected governor.

The Virginia Union Yes program, he said, stands as a model because of its wide-ranging activities.

Donahue also emphasized the need to enact strikebreaker legislation and criticized the transfer of wealth to the very rich during the Reagan-Bush era. During the 1980s, he said, more than $500 billion went to the rich through tax breaks paid by the rest of the taxpayers.

Mass markets essential, Kirkland says

Columbus, Ohio

AFL-CIO President Lane Kirkland told a Great Lakes labor-management gathering that the key to economic success and competing in the new world economy is ''a healthier, happier, better educated and more productive workforce.''

The lessons of productivity and worker buying power should have been learned during the U.S. Depression of the 1930s, he said. Among the ''conditions that led to that ordeal were the failure of employers to understand that mass production can be sustained only by mass markets, and that a worker's gain is not a loss for management,'' Kirkland said.

Kirkland also joined in the dedication in Columbus of the William Green Building, which houses the Ohio Bureau of Workers' Compensation and Industrial Commission.

Kirkland pointed out that Green, the president of the American Federation of Labor from 1924 to 1952, wrote Ohio's first workers' compensation act when he was a state senator.

He cited the recent revision of Ohio's workers' compensation law as a continuation of William Green's work, brought about by the ''likes of John Hodges and Warren Smith, whose hard work and determination have been so crucial'' to passage of that legislation. Hodges is Ohio AFL-CIO president and Smith, chairman of the Ohio Industrial Commission, is a predecessor.

State officials from Michigan, Pennsylvania and New York joined the 120 labor and management participants in the two-day conference, as did AFSCME President Gerald W. McEntee and former Secretaries of Labor Ray Marshall and William Usery.

The conference was designed on a theme of ''competing through cooperation,'' and Kirkland cited the W.E. Upjohn Institute study by professors William Cooke and David Meyer, ''which provides rather convincing evidence that companies which recognize unions and engage in a constructive relationship with them are far more likely to succeed than those which refuse to recognize that freedom of association is not their privilege only, but a universal right.''

The Upjohn study found union avoidance schemes cut 15 percent from added value per employee, while cooperation adds 18 percent.

In recent years of collective bargaining, Kirkland said, ''we have clearly demonstrated our willingness to face up to our responsibilities on such difficult issues as international competition, restructuring, deregulation and a variety of other destabilizing influences.''

''But never underestimate our solidarity, our internal strength, and our determination to ensure that labor-management cooperation is not used as a device to deny working people their basic rights.''

Catfish workers strike Delta Pride

Indianola, Miss.

Civil rights workers traveled to Mississippi to support a strike by 1,200 Food and Commercial Workers members who rejected a contract offer from Delta Pride Catfish Processors that would leave many of them at the minimum wage when it goes to $4.25 on April 1, 1991.

The catfish workers — mostly blacks and women — struck Sept. 12 after rejecting Delta Pride's offer of a wage increase of only 6.5 cents an hour in each year of a three-year contract. The union also is seeking an employer contribution of one cent more per hour to pensions.

Dr. Aaron Henry of the Mississippi NAACP, Rev. Joseph Lowery of the Southern Christian Leadership Conference, Rev. Willie Barrow of the Chicago-based Operation Push and retired UFCW vice president Addie Wyatt were scheduled to speak at a rally Sept. 27.

The strikers voted for a union at two Delta Pride catfish farms in 1986 and won their first contract in 1987. The UFCW has six other organizing campaigns going on among catfish workers in the area. Plans were being made for a leafletting of supermarkets which handle Delta Pride to inform consumers of the status of the UFCW members.

Wyoming vows to 'clean up' workers compensation

Cheyenne, Wyo.

The Wyoming AFL-CIO convention made its political endorsements for national and statewide races and set labor's legislative priorities — cleaning up the state workers' compensation system and conducting an educational campaign on Wyoming's right-to-work law.

Delegates endorsed Democrats Kathy Helling for the U.S. Senate seat now held by Alan Simpson and Pete Maxfield for the House of Representatives. In state elections, incumbent Gov. Mike Sullivan was endorsed, along with Kathy Karpan for secretary of state and incumbent Lynn Simons for superintendent for public instruction.

Executive Secretary John Faunce outlined the state AFL-CIO's campaign to win improvements in the workers' compensation program. The Wyoming program is plagued by a poor payment system, underfunding and employers not paying their fair share, he said.

The 94 delegates and guests attended workshop sessions on efforts to ban permanent replacement of strikers and on the state's law that limits collective bargaining by forbidding management and labor from entering into a union security agreement.

The convention also distributed volunteer cards for the federation's ''activist network,'' enabling union members to sign up for volunteer efforts in grassroots lobbying, election day and political work, community services and other labor programs.

Speakers included Gov. Mike Sullivan and AFL-CIO regional director Steve Bieringer.

DATA

Inflation eats away at workers' paychecks

Rising fuel cost is trouble ahead

By John R. Oravec

Workers were stung by a drop in real earnings as consumer prices spurted 0.8 percent in August, fueled by surging energy costs.

The Bureau of Labor Statistics reported that gasoline prices jumped more than 7 percent, and were up 13.3 percent over a year ago, while fuel oil prices soared more than 15 percent, up 16.2 percent from August 1989.

AFL-CIO economist Mark Roberts warned that workers could expect even sharper price increases in coming months because of the escalating oil costs since the start of the Persian Gulf crisis. By the end of September, wholesale crude petroleum prices more than doubled since early July.

Inflation to worsen

The increasing fuel costs will percolate through all components of the economy and could trigger the sharpest inflation rates since the early 1980s, Roberts said.

Over the last three months, the compounded annual inflation rate for urban wage earners (CPI-W) was 7.1 percent, BLS reported. That is the second time this year that a three-month surge in the index exceeded 7 percent.

The bureau said that although average weekly earnings rose 0.2 percent in August, the 0.8-percent hike in prices chopped real wages by 0.6 percent. Over the year-ago month, real weekly earnings are down 1.8 percent as the CPI-W increased 5.4 percent while wages rose 3.7 percent. Weekly earnings in current dollars averaged $347.65 in August, compared with $335.39 in the year-ago month.

Medical costs continue rise

Components pushing up the August index include utilities and medical care. Hikes in local telephone service and cable television jumped rates 1.6 percent. Medical care costs rose 0.9 percent over the month and were up 9 percent in the last 12 months.

Higher tuition and book prices drove up the costs of "other goods and services" 0.6 percent over the month and 7.9 percent for the last 12 months. Housing costs, primarily rents, went up 0.6 percent in August.

Food price increases moderated at a 0.3-percent rise. The only major component that declined in August was apparel and upkeep, which dipped 0.2 percent.

In other government economic reports, the wholesale price index for finished goods shot up 1.3 percent in August and should be reflected in the September CPI rate.

Revised Commerce Department data showed the U.S. economy slowed even worse than previously reported, with the gross national product growing at a sluggish 0.4-percent annual rate in the second quarter. Earlier, the government said the GNP had risen 1.2 percent in the April-June period.

Building at recession levels

The Commerce Department said housing starts skidded 1.7 percent in August, the seventh consecutive monthly decline. Hardest hit was the South, where starts plummeted 10.7 percent.

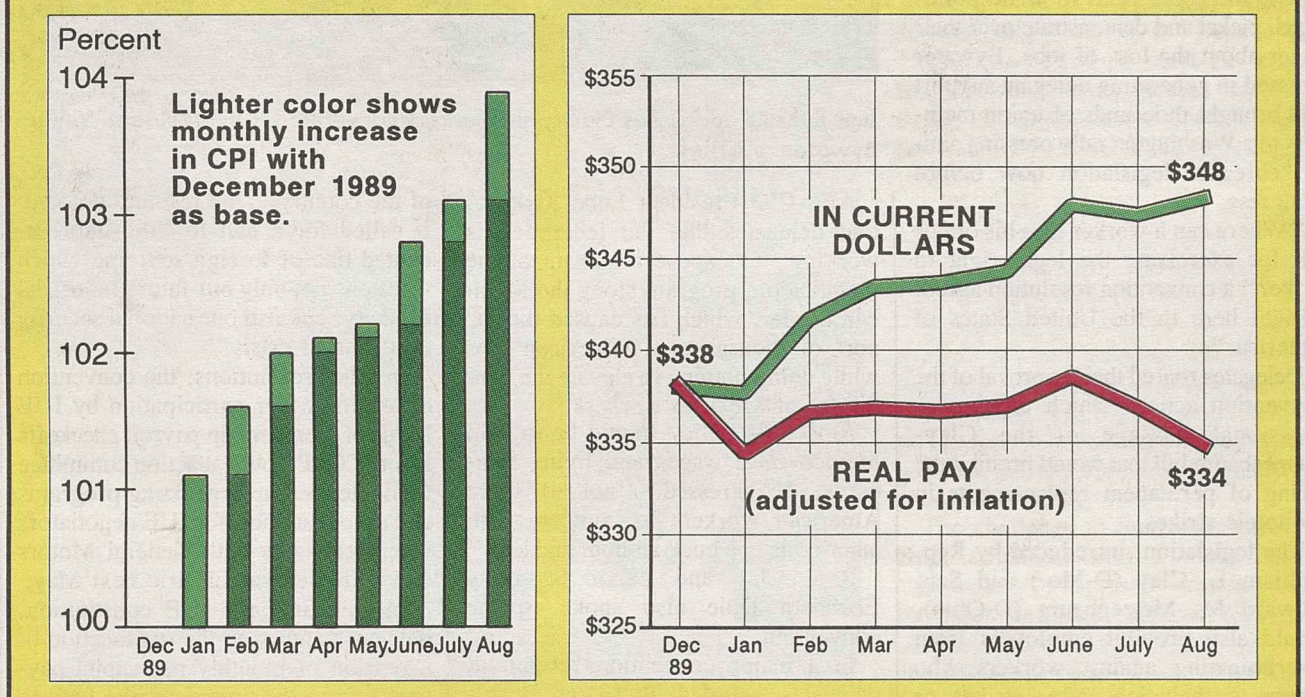
Housing starts, running at an annual rate of 1.13 million units, were at the lowest level since the 1982 Reagan Recession when construction activity was at 1.05 million units.

Applications for building permits, a barometer for future construction activity, fell 4.3 percent in August to 1.04 million from July's revised annual rate of 1.08 units. Permits were running 22.3 percent below August 1989, when the rate was 1.33 million, the Commerce Department said.

The Federal Reserve Board reported that industrial production fell 0.2 percent in August while factory use dipped 0.1 percent. This was the first drop in output since April, but production has risen only a weak 1.5 percent since August 1989.

Durable goods orders to U.S. factories slipped 0.8 percent in August, following a 2.7-percent gain in July. But orders for the "big ticket" items have been running flat for most of the last 18 months, the government said. Nearly 500,000 factory jobs have been lost since January because of declining demands for manufactured goods.

Surging costs erode purchasing power



Source: Bureau of Labor Statistics

Statistics at a Glance

National Economy

	April '89-June '89	April '90-June '90
Real GNP	1.6%	0.4%
	Aug '89-Aug '90	**July '90-Aug '90**
Durable Goods Order	0.5%	–0.8%

Consumer Prices

	Aug '89-Aug '90	July '90-Aug '90
All Prices (CPI-W)	5.4%	0.8%
Food	5.7%	0.3%
Housing (shelter)	5.9%	0.6%
Medical Care	9.0%	0.9%
Energy	7.3%	4.3%

Workers' Earnings

	Aug '89-Aug '90	Jul '90-Aug '90
Real Average Weekly Earnings		
All Private Industry	–1.8%	–0.6%
Manufacturing	–1.8%	–0.3%

International Trade

	July '89	June '90	July '90
Trade Deficit (billions)			
All Goods	–$9.1	–$5.3	–$ 9.3
Manufactured Goods	–$9.8	–$6.9	–$10.3

Housing

	1986	1987	1988	1989	(Annual Rate) June-Aug 1990
Housing Starts (millions of units)	1.8	1.6	1.5	1.4	1.2

Near-record imports send trade deficit soaring

By John R. Oravec

Resurging imports and declining exports drove the U.S. foreign trade deficit to $9.3 billion in July, up $4 billion from June, the sharpest one-month jump in almost five years. Imports of manufactured goods poured in at a near-record clip.

The Commerce Department reported that imports rose $1.8 billion to $41.3 billion while exports fell $2.2 billion to $32 billion. For the first seven months of 1990, the trade deficit amounted to $55.4 billion.

Oil imports had only a minor effect on the overall deficit, AFL-CIO economist Mark A. Anderson noted. He said the full impact of rising petroleum costs stemming for the Persian Gulf crisis will be felt in coming months.

Anderson pointed out that the trade imbalance in manufactured goods, which has taken a heavy toll in American jobs during 1980s, exceeded the overall trade deficit in July.

While manufacturing exports slipped $2.8 billion to $23.4 billion, imports rose $600 million to $33.7 billion for a shortfall of $10.3 billion. Analysts estimate that each $1 billion loss in the trade balance means 25,000 U.S. factory jobs are wiped out.

Anderson linked much of the loss of 350,000 American manufacturing jobs since the start of the year to the nation's trade imbalance.

The Commerce Department recorded import increases in clothing and footwear, electrical machinery, telecommunications equipment, toys and sporting goods. Meanwhile, exports decreased in autos, airplanes, vehicle parts, electrical machinery and office equipment.

Of particular concern to the AFL-CIO, Anderson said, was the $700 million jump in clothing, footwear and textile imports to $4.4 billion. Labor-backed legislation to curb the unfair expansion of these imports has passed the House and Senate, but the White House has threatened to torpedo the jobs-saving measure with a presidential veto.

The bright spot in the July report was in advanced technology products, where the United States posted a surplus of $2.6 billion — even though it was $1 billion less than the June trade surplus. The ATP exports totaled $7.7 billion, compared with imports of $5.1 billion.

Imports of petroleum products rose $300 million to $4 billion in July, when the average price per barrel was $14.50. In the first week of September, crude oil prices were at $27.30 a barrel and rising to nearly double the July price.

The largest continuing merchandise trade deficit was with Japan at $3 billion in July. Other shortfalls were with Taiwan and China, each at $1.1 billion; Canada, $1 billion; South Korea, $0.6 billion, and Hong Kong, $0.4 billion. Among trading groups, the deficit was $1.6 billion with OPEC countries and $1.3 billion with Western Europe.

George Hardy, 79, helped build Service Employees

San Francisco

George Hardy, the colorful and blunt-spoken labor leader who pioneered the organizing of janitors, public employees and health care workers in a 50-year career with the Service Employees, died of respiratory failure Sept. 13 at Children's Hospital. He was 79.

Hardy served as president of SEIU from 1971 to 1980, overseeing much of the growth of the union, which had 396,000 members in 1971 and today has more than 900,000.

''Those of us who knew and worked with George have lost a dear friend,'' said SEIU President John Sweeney, who succeeded Hardy in 1980. ''Hundreds of thousands of workers who might be blocked from organizing to this day were it not for George, have lost a true champion.''

In a letter to Hardy's daughter, Joan Twomey, AFL-CIO President Lane Kirkland and Secretary-Treasurer Thomas R. Donahue wrote that Hardy ''truly was a labor pioneer, spreading the lessons of trade unionism that he learned so well from his father, first to California and then throughout the nation.''

Kirkland and Donahue noted that Hardy, as an organizer, broke many barriers for workers, beginning in the 1930s when anti-union employers were the rule in much of California, and continuing with public employees and health care workers, who at the time were unprotected by law. The union he helped to build is, in part, his legacy, they wrote.

''Hardy was one of the great union leaders,'' commented former California Gov. Edmund G. ''Pat'' Brown, who often credited Hardy with his election victories. ''He advised me in all my campaigns and when I served as attorney general and as governor, he never hesitated to tell me when I was right and when I was wrong.''

A native of Vancouver, B.C., Hardy moved to San Francisco with his family as a child in the 1920s. His father was a janitor who became a vice president of the SEIU.

During the 1930s, when anti-unionism was strong in the western states, Hardy began organizing San Francisco's low-income, largely immigrant workforce of office building janitors.

After Hardy was elected SEIU president in 1971, the union's health care and public employee sector rapidly expanded.

George Hardy served as president of the Service Employees from 1971 to 1980.

Hardy treated everyone in the same democratic fashion. As Sweeney recalls it, Hardy went to the White House with a labor delegation and screamed at the president ''that it was a blanking disgrace that janitors were making the minimum wage just a block from the White House.''

When he came out, Hardy predicted that it would be the last time he would be invited to the White House. It was.

—Press Associates, Inc.

Law students take case to anti-unionists

Students from 37 laws schools are joining the Law Student Coalition for Workers' Rights in a campaign to focus attention on firms that specialize in union-busting activities.

The coalition, organized by the AFL-CIO's Frontlash, is urging job-hunting students to refuse interviews with firms known for their anti-union activities and to reject job offers from those employers. Currently, 17 large law firms have been identified as being heavily involved in anti-union tactics well beyond traditional representation of management rights.

The boycott is directed at ''firms which make money from conducting seminars on how to keep a workplace union-free, on how to decertify unions and how to win organizing campaigns if workers have indicated they want a union, without crossing over the line or breaking the law,'' said Joel Klaverkamp, executive director of Frontlash.

''With the labor laws so lax, many companies are finding it cost-efficient to go that way because the fines for breaking the law are so minute,'' Klaverkamp said.

In addition to providing information on the anti-union firms, law students at some schools are picketing interview sites or questioning the firms' representatives about their employer's union-busting activities. Students are asked to sign pledges to boycott interviews with the anti-union firms.

The boycott of union-busters began at Harvard University in 1986 and has grown to include chapters at 37 universities this year. Among the law schools at which activities are planned are Duke, Georgetown, Harvard, Northwestern, American, Yale, Stanford, George Washington, UCLA, Catholic, Columbia, Pennsylvania and Wisconsin.

'Cost-o-meter' exposes anti-union campaign

When workers at the Becky Hess Curwensville Nursing Home in Curwensville, Pa., decided to unionize, management did not do the right thing.

Instead, the nursing home hired the Cincinnati law firm of Adams, Nash and Haskell, which launched the usual captive audience meetings, with slide shows, and fired the director, among other intimidating actions.

In response, the union used a ''cost-o-meter'' to measure the soaring bills of the anti-union campaign, pointing out that the money could be better used for patient care and pay raises.

For example, the ''cost-o-meter'' estimated that the cost of two lawyers for an all-day National Labor Relations Board hearing was $1,750, plus $2,000 to prepare briefs, plus $750 for management's lost time.

When the ''cost-o-meter'' also added in $1,000 for supervisors' lost time in anti-union meetings and $5,000 for the consultants, the total topped $10,000.

The family members of patients were kept informed and, when the time came, the Clothing and Textile Workers won the representation election, 58 to 15.

Newsmakers

With the Senate confirmation of three nominees, the National Labor Relations Board is back to full strength for the first time since last December. Those confirmed are:

Dennis M. Devaney, 44, a recess appointee in December 1988 who will serve until Dec. 16, 1994. He was general counsel for the Federal Labor Relations Board and earlier, a member of the Merit Systems Protection Board.

Clifford R. Oviatt Jr., 64, who received a recess appointment by Bush last December. His term expires on Aug. 27, 1993. Oviatt had been in labor and employment law practice in the private sector prior to his appointment. He founded the Connecticut Construction Industry Association, the state's largest industry-wide bargaining unit in the state. He was a permanent arbitrator in the agreement between the CCIA and Teamsters Joint Council 64.

John N. Raudabaugh, 44, will serve until Dec. 16, 1992. He was a partner in the Atlanta law firm of Constangy, Brooks and Smith.

The other two members of the board are Chairman **James M. Stephens,** 43, who has been nominated for a second five-year term, and **Mary Miller Cracraft,** 43, whose term expires next August.

George Kourpias, president of the Machinists, has become the first U.S. member of Canada's New Democratic Party. Kourpias had expressed interest in joining and discussions between the NDP federal secretary and the IAM's Canadian office, resulted in the new membership.

V.M. Speakman, president of the Railroad Signalmen, was unanimously elected vice chairman of the Railway Labor Executives' Association. Speakman succeeds **Geoffrey N. Zeh,** former president of the Maintenance of Way Employees, who was defeated in July by **Mac A. Fleming.**

Paul Gordon, 38, has been named as a staff writer in the office of the AFL-CIO Secretary-Treasurer Thomas R. Donahue. Gordon comes to the federation from the staff of Rep. Bill Coyne (D-Pa.) and previously worked for Rep. Howard Wolpe (D-Mich.) and Sen. Paul Simon (D-Ill.). A native of California, Gordon earlier wrote for a variety of publications, including the Chicago Daily Defender.

Richard Foster has been named assistant director of the AFL-CIO Labor Institute of Public Affairs. Foster, 40, comes to LIPA from Gannett Television, where he was assignment manager and producer for Gannett's Washington bureau. Before Gannett, Foster was a cameraman and IBEW member at WBAL-TV in Baltimore, and worked in television news at WXIA in Atlanta and WTVJ and WCIX in Miami.

Farm Workers First Vice President **Dolores Huerta** will be the featured speaker at the fifth annual Mother Jones Dinner on Oct. 13 at Sangamon State University in Springfield, Ill. The dinner is sponsored by the Mother Jones Foundation. Huerta is a leader in the UFW's campaign to ban five toxic pesticides that have caused numerous deaths and illnesses among farm workers.

As a follow-up to last year's dinner, which was dedicated to the Mine Workers, UMWA District 12 President **Jerry D. Jones** will update participants on the lengthy strike against Pittston Coal Co. and on the union's centennial. Jones is on the Illinois AFL-CIO executive board.

The 93rd anniversary of the Lattimer Massacre was commemorated by the Lower Luzerne and Carbon Counties, Pa., AFL-CIO and Mine Workers District 25. On Sept. 10, 1897, striking miners marched from Harwood to Lattimer were sheriff's deputies gunned down 26 and wounded nearly that many more. The observance included a Mass and the lighting of 26 candles at the Lattimer Massacre Memorial. Attorney **Thomas L. Kennedy,** grandson of a former UMWA president, was the keynote speaker. A special commemorative postal cancellation was issued by the Lattimer Mines Post Office.

AWARDS

C.E. DeFries, president of the Marine Engineers, was presented the Admiral of the Ocean Sea award at a banquet in New York. The maritime industry's highest honor from the United Seaman's Service is awarded annually to those who advance the role of the U.S. flag in ocean shipping. Previous recipients include AFL-CIO President **Lane Kirkland** and **Shannon J. Wall,** a MEBA vice president.

Ernest Lofton, a UAW vice president, and **Elliott S. Hall,** Ford Motor Co. vice president for Washington affairs, jointly accepted a Labor Department award honoring the UAW/Ford National Education Development and Training Program Center. The LIFT America awards program (LIFT signifies Labor Investing for Tomorrow) was created by Labor Secretary Elizabeth Dole to recognize ''innovative and successful programs that contributed to increasing the quality of our work force.''

As one of six recipients, the UAW/Ford program was cited for its programs for worker skills enhancement and life/education planning. More than 26,600 UAW members have participated in the skills enhancement program since it was launched in 1983 and thousands have taken part in various aspects of the life/education planning program since it began in 1985, the union said.

Committee to assist ESOP ventures

By Polly Callaghan

An exploratory committee has been formed to consider how the AFL-CIO can help affiliated unions represent the interests of their memberships through the ownership of corporate stock.

The ESOP Resource Committee will serve as an ongoing forum for all issues relating to employee ownership, and will provide a resource directory of lawyers, consultants and bankers that unions can call on to advise them in buyout deals and in developing ethical standards for stock ownership plans.

The committee arose from a two-day Worker Ownership/ESOP Conference held at the George Meany Center for Labor Studies, sponsored by the AFL-CIO Department of Economic Research, in which union leaders shared their firsthand experiences.

"Worker ownership is a tool to influence the direction of a company which cannot be achieved through collective bargaining," said Capt. Roger Hall of the Air Line Pilots. "Unions can change the corporate philosophy in this way."

Those sentiments were echoed by Bill Patterson of the Clothing and Textile Workers, who said, "ESOPs let us steer long-term development when we are in an age of short-sighted management."

Legislators, recognizing the potential to boost productivity and economic activity through employee ownership plans, have enacted laws that make it easier for employee-owned companies to earn profits.

While company owners can write off interest payments on their taxes, employee-owned businesses can write off both the principal and the interest. Banks that loan to employee owners can write off 50 percent of the interest paid by ESOP loans.

Business consultants and lawyers experienced in ESOP financing described how wage concessions often sacrificed to finance stock in the company are returned through dividends, job security and voting rights. The company also parlays the lower labor costs into higher profits, which are returned to the employee owners.

Conference participants agreed that unions should only get involved in ESOPs that allow workers majority or total ownership of the company. Participants also cautioned unions against putting worker pension funds at risk until more research is available on the viability of such deals.

"Now when a company threatens us with selling out we say, 'If you insist, our investment bankers will give you a bid.' It makes our people very comfortable."

— Jim Smith, USWA

Unions that seek conventional financing, instead of wage concessions, to buy out a company are likely to be met with skepticism by banking institutions, according to Margaret Cheap, vice president of National Cooperative Bank.

Because of the complexity of ESOP deals, which may involve as many as 50 parties, "nine months to a year is not too far in advance to start planning," Cheap said.

The complexities of the governance structure of ESOP arrangements were addressed by attorney Deborah Groban Olson of Groban Olson and Bachmann.

There are eight main control documents that must be negotiated over: corporate articles of incorporation, corporate bylaws, ESOP plan, ESOP trust, loan covenants, management contracts, collective bargaining agreements, major supplier or customer contracts. Each document must be thoroughly thought out by the union, Groban Olson said.

The Steelworkers have gained considerable experience with ESOPs since 1975, said USWA's Jim Smith, who shared a Steelworkers resolution on ESOPs that stated:

- ESOPs must be negotiated as part of our labor contract and avoid substituting them for retirement benefits.
- ESOPs must extend full pass-through voting rights on employees' stock.
- Majority ESOPs must be backed up by thorough feasibility studies.

Smith noted that unions have grown to see ESOPs as an alternative to sitting by and watching when leveraged buyouts and shutdowns threaten the membership.

"Now when a company threatens us with selling out we say, 'If you insist, our investment bankers will give you a bid.' It makes our people very comfortable."

Smith cited the argument of former Labor Secretary Ray Marshall, who said that the new global competitive market makes it difficult to sustain our high standard of living on the value of labor alone. Future generations will derive some of their standard of living from equity ownership, he said, in calling on organized labor to become a capable leader in ESOPs.

Further information on the ESOP Resource Committee, contact John Zalusky, AFL-CIO Department of Economic Research, 202/637-5173.

Scam warning

State AFL-CIOs caution against bogus 'directory'

State AFL-CIOs in at least three states are warning local unions and area businesses against buying ads in a bogus "union directory," which has no endorsement from the AFL-CIO.

The "directory" scheme surfaced in Ohio, Missouri and Michigan in the summer of 1990 and has a much older history in the Los Angeles area.

The state AFL-CIOs are warning unsuspecting local unions about accepting a free local union publication and cash payment for their endorsement.

One of the 1990 scams sold an estimated $80,000 worth of "directory ads," with a solicitation noting it had the "official endorsement" of one local union.

The ads were sold to medical care providers and other unsuspecting businesses.

The International Labor Communications Association, which comprises AFL-CIO union publications, offers a brochure "The Labor Paper Racket" as a guide to identifying and stopping racket publishers.

The brochure is available from the ILCA office at AFL-CIO headquarters, 815 16th St. N.W., Washington D.C. 20006.

INSIDE

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AFL-CIO NEWS

1 ***UAW-GM pact boosts job security, pensions***

Job security is a key part of the tentative agreement reached between the UAW and General Motors Corp., which would cover 300,000 workers.

2 ***Worker protections slighted in trade talks***

As the Uruguay round of trade negotiations winds down, prospects for agreement on key labor concerns, including worker rights, appear slim, the AFL-CIO noted.

4 ***Family leave benefits top contract proposals***

Despite President Bush's veto of parental leave legislation, working families represented by unions are winning benefits at the bargaining table.

6 ***Health care hearings debut in Rhode Island***

The AFL-CIO's first public hearing on the health care crisis open in Providence, R.I., with the proceedings carried statewide on the government cable network.

10 ***Fuel, energy costs boost inflation***

Soaring energy costs pushed inflation to the 7.1 mark for the three-month period ending in August, while real wages dropped, the Bureau of Labor Statistics said.

11 ***SEIU pioneer George Hardy dies***

George Hardy, past president of the Service Employees who pioneered organizing efforts among janitors and health care workers, dies at age 79.

UNION YES

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AFL-CIO NEWS

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A. Philip Randolph will be commemorated with a bronze bust in Washington's Union Station. **See page 11.**

Labor lobby helps blunt budget ax

By Mike Hall

A new budget package, easing the tax and spending cut burdens proposed earlier on the elderly, middle-income and poor, was taking shape on Capitol Hill.

The latest deal followed the lopsided defeat Oct. 5 of a budget agreement endorsed by President Bush and congressional leaders. Strongly opposed by the AFL-CIO, that deal was marked by regressive taxes and massive cuts in Medicare and unemployment compensation.

''The rejection of the proposed budget agreement is the first step toward establishing a deficit reduction package that would ensure fairness for all Americans,'' the AFL-CIO said in a statement following the 179-254 defeat of the proposal. ''Any new package should increase taxes on those who prospered under the Reagan economic policies of the 1980s.''

AFL-CIO President Lane Kirkland urged Congress ''to develop and enact an alternative budget that increases tax rates on the wealthy Americans and corporations to a level sufficient to protect essential programs . . .''

AFL-CIO President Lane Kirkland earlier urged Congress to defeat the first agreement and ''to develop and enact an alternative budget that increases tax rates on wealthy Americans and corporations to a level sufficient to protect essential programs from devastating cuts.

''Such an approach would ensure fairness by raising needed revenues based on the ability to pay and by placing the burden of deficit reduction on those who prospered the most during the economic mismanagement of the past decade,'' Kirkland said.

The new agreement, supported by the AFL-CIO, calls for the same amount of deficit reduction as the first deal — $40 billion for fiscal 1991 and $500 billion over 5 years. But the House and Senate committees will set the specific tax increases and spending cuts.

''The new alternative budget agreement is significantly changed to make the burden-sharing of deficit reduction more progressive and fair, and to lessen the impact on medicare recipients and the unemployed,'' AFL-CIO Legislative Director Robert M. McGlotten said in a letter to House members urging its passage.

After the first deal was shot down, the House and Senate passed temporary

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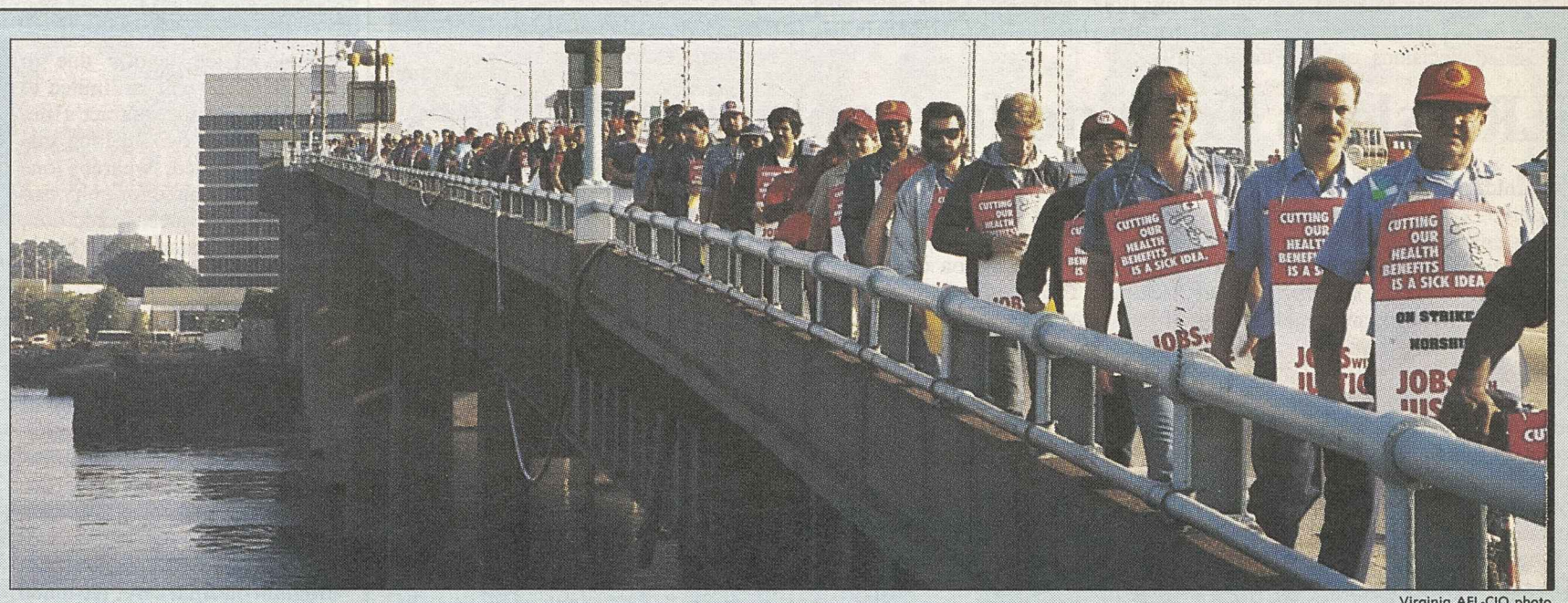

Virginia AFL-CIO photo

Workers act, push reform of health care

Some 2,000 members of Boilermakers Local 684 walked off the job for a day at Norshipco in Norfolk, Va., some marching along a bridge near the shipyard, above, as part of Health Care Action Day, Oct. 3.

Workers from around the country joined in the rally for health care reform—wearing buttons, participating in lunchtime pickets and leafletting—as labor expressed its universal concern over the failed U.S. health care system. Events were planned at 50,000 work locations involving millions of workers and community activists under labor's ''Jobs With Justice'' banner.

Meanwhile, the AFL-CIO continued its regional public hearings on the health care crisis, visiting Chicago, San Francisco, Louisville, Ky. and Detroit. See pages 5-8.

Unions, stymied in UAL buyout, vow tough contract talks

By James B. Parks

Members of a union group trying to buy United Airlines plan to return to the bargaining table for good contracts to replace the concessions they agreed to as part of the buyout deal.

That announcement came after the board of directors of UAL Corp., United's parent company, unanimously rejected the group's latest offer to buy the airline and terminated their merger agreement.

Gerald Greenwald, CEO of the United Employee Acquisition Corp. (UEAC), said, ''We regret that United's board of directors has rejected our effort to stabilize the airline and provide value to its shareholders through employee ownership.

''We continue to believe that employee ownership is the only answer for employees and stockholders alike. Our latest proposals — and the valuable employee concessions to finance them — will remain available briefly for consideration.''

The UEAC, which includes members of the Air Line Pilots, Flight Attendants and Machinists, had sought the largest employee buyout ever.

''The three unions are working under open contracts and must now also return to traditional trade union activities while continuing to pursue employee ownership,'' Greenwald said.

The UAL board in a statement said, ''We firmly believe that the interests of both UAL shareholders and employees would be well-served by the company aggressively moving forward with its . . . strategic plan . . .''

The board also called for federal mediators to expedite mediation of a new contract with the Air Line Pilots. The directors said UAL is ready to begin negotiations with the other two unions involved in the buyout effort.

All three unions had agreed to a moratorium on negotiations while pursuing the buyout and are working under interim contracts that have kept United's labor costs lower than that of other airlines.

The UEAC offered two alternative plans to buy all the UAL stock. Greenwald said the first offer was for $205 per share with $70 in cash, $31 in secured notes, $41.50 in equipment notes, $32.50 in preferred stock and up to $30 in contingent payments if United's earnings increased to a certain level.

The second offer for $203 per share

Continued on page 10

Labor board promises faster action

By Arlee C. Green

The National Labor Relations Board, chided regularly during the 1980s in congressional oversight hearings for record-setting foot-dragging, has again promised to do better.

Delays in case processing at the agency became so extreme during the Reagan years that news headlines often announced their length, as the decision-making time frame nearly tripled from that of the 1970s.

At a House subcommittee on employment and housing hearing, Chairman Tom Lantos (D-Calif.) compared the NLRB to the Bermuda Triangle, where people and things mysteriously disappear.

'Go Back to Start'

''If there were a board game about collective bargaining, union organizing and workers' rights, one of the cards should read, 'Your case has been appealed by the NLRB in Washington — lose five turns,' '' Lantos said. ''Another card should read, 'Go Back to Start.' ''

At that hearing, the Government Accounting Office presented the results of its study of the agency's delays, a study Lantos had requested last July.

Franklin Frazier, director of Education and Employment Issues in the GAO's Human Resources Division, cited a lack of standards and procedures to prevent such delays, a lack of timely decisions on lead cases that have postponed decisions of related cases, and a high board turnover rate.

The GAO noted that in fiscal 1989, the median time to decide an unfair labor practice case still was 300 days and that during fiscal 1990, the board only issued decisions on 577 unfair labor practice cases, the lowest number of such decisions since 1964.

During the 1984-1989 period, about 17 percent of the cases — more than 800 — took more than two years to decide, the GAO found. It presented detailed findings on seven cases that languished at the board for as long as 13 years and three months.

One of those cases involved Seattle Seahawks' wide receiver Sam McCullum, a National Football League Players Association member, who was ''discriminatorily discharged'' because of his union activities. McCullum finally won the case in February 1989 after six years and five months of waiting, but the delay was far longer than the average playing career of NFL players.

''If there were a board game about collective bargaining, union organizing and workers' rights, one of the cards should read, 'Your case has been appealed by the NLRB in Washington — lose five turns.' ''

NLRB Chairman James M. Stephens appeared before the House panel to detail changes the agency has made since the 1988 oversight hearing.

Stephens said that as of Oct. 1, 1990, there were only three unfair labor practice cases that had been before the board more than five years, down from 71 in July 1987, and only 27 that were older than two years, compared to 300 in July 1987.

Stephens said the board has developed a ''10 Most Wanted List'' to identify the cases that have been in the system the longest. Further, the board circulates a weekly ''member only'' list that includes cases that, if acted upon by that member, will usually result in the issuance of a decision.

Red-flagging old cases

As a result of the GAO report, Stephens said, the agency has established a ''6-6-6 trigger'' to red-flag cases that have taken longer than six months in any of the three stages of the decision-making process. Stephens said that the board should be able to eliminate its backlog of cases that more than two years old by next October.

The lengthy delays of the 1980s had a chilling effect on workers and unions, resulting in efforts to avoid the board in individual cases. The delays were compounded by the decided pro-employer slant the board took following the appointment of Donald L. Dotson as chairman.

Stephens said one factor the GAO cited for delays is not evident today — the board's wholesale revisiting of cases in the early 1980s as the Reagan board sought to overturn existing decisions.

As in his testimony in 1988, Stephens again cited the high turnover rate among board members. He pointed out that the board is back to its full five-member strength for the first time since December 1987. The GAO report found that during both five-year periods (1980-1984 and 1985-1989), the board had fewer than five members for a total of three out of five years.

Also testifying at the hearing was George Murphy, general counsel to the Food and Commercial Workers.

NLRB slaps Tribune for replacing Mailers

The Chicago Tribune, which hired hundreds of scabs in 1985 to help break its unions, has been found guilty by the National Labor Relations Board of a number of unfair labor practices and ordered to sign and implement retroactively a contract it reached with Mailers Local 2 in 1987.

NLRB Administrative Law Judge Robert A. Giannisi ordered the Tribune to reinstate all members of Local 2 who went on strike July 18, 1985, to their former jobs as vacancies occur, or to equivalent jobs if the original positions no longer exist.

Giannisi required that the contract be enforced retroactively to the signing date of July 27, 1987, and that the workers receive full back pay and benefits, with interest. The Tribune announced that it would appeal the ruling.

Mailers Local 2 President Louis Lambesis and Secretary-Treasurer Robert Maida said the ruling could cost the Tribune $10 million or more for back pay. They said the exact amount of back pay per worker could not be pinpointed until payroll records are studied.

''This is a great victory for Local 2,'' they said. ''We will be working to make sure the Tribune implements the orders by the law judge.''

Lambesis and Maida pointed out that the strike replacements were paid $10.31 an hour instead of the $14.89 rate called for in the contract. The union offered an unconditional return to work on May 28, 1986, and back pay could be figured from that date for some eligible members.

The Tribune was found guilty of refusing to sign the collective bargaining agreement it reached with the union, failing to provide the union with names of the permanent strike replacements and withdrawing recognition from Local 2.

The NLRB also cited the company for refusing to give proper offers of reinstatement to strikers for vacancies that arose in December 1989, withholding payroll information from the union and paying replacement workers less than the rate provided in the July 27, 1987, contract.

The order stressed that former strikers shall be offered reinstatement for the December 1989 vacancies and any other vacancies since then on the basis of a non-discriminatory recall list of strikers, even if it displaces some of the current workers.

Ford done, UAW turns to Chrysler

While UAW members are voting on a tentative three-year accord with Ford Motor Co., the union's leaders are preparing to go nose-to-nose with Chrysler Corp. to complete the Big Three automaker negotiations with the pattern set in the union's contract at General Motors.

The proposed Ford package, reached Sept. 7, was approved by the union's 200-member UAW-Ford Council with only one dissenting vote. Ford workers will vote this week with the results to be tallied on Oct. 21, the union said.

UAW President Owen Bieber and Vice President Ernest Lofton said the Ford package ensures that those workers will ''fully share in the gains achieved by the pattern settlement reached earlier at GM, while carefully tailoring programs to the interests of our members at Ford.''

The proposal matches the economic gains posted in the GM contract — a 3-percent general wage increase the first year, and 3-percent lump-sum payments in the following two years.

The cost-of-living adjustment — one cent for each 0.26 rise in the COL index — was retained, and a $600 Christmas bonus will be paid each year.

The job security provisions contained in the GM accord carried over to the Ford package, as volume-related layoffs due to market forces will be limited to 36 weeks over the contract's life.

The one-for-two attrition formula is retained, whereby one person will be hired for every two that leave their jobs. In addition, the company committed to hiring 1,000 new apprentices. The employment security is backed by a commitment of $1.6 billion from Ford, the UAW said.

The UAW resisted efforts to trim health care coverage, as Ford accepted the pattern that improves benefits for dental, mental health and substance abuse programs. Funds also are being provided for establishing employee fitness centers and a pilot program on child care, the union said.

Health care costs loom as a prime issue in the talks with Chrysler.

AFL-CIO NEWS

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LEGISLATION

Labor backs higher taxes on wealthy in budget package

Continued from Page 1

spending bills designed to keep the government operating in absence of a budget. But Bush vetoed the bill and the House failed by six votes to override the veto. Except for essential services, the government shut down for the Columbus Day weekend.

Another continuing resolution was passed after the approval of the second agreement. It was signed by Bush and will keep the government operating through Oct. 19.

Under its rules, the committees had until Oct. 12 to report what is known as budget reconciliation bills. Then both chambers have until Oct. 19 to iron out any differences and get the bill to the president's desk.

Changes for elderly, jobless

Some broad changes from the original failed budget agreement were made in the budget resolution. Those changes include reductions in Medicare spending cuts, the elimination of a two-week waiting period before unemployed workers could begin collecting benefits and the scrapping of a two cents-a-gallon tax on home heating oil.

Under the initial deal, wealthy Americans were barely touched. Even the Wall Street Journal acknowledged that "the largest tax increase in percentage terms would befall the poorest Americans; and the smallest tax boost would go the richest."

Noting that the richest fifth of Americans saw a 32 percent income jump during the past 10 years, Kirkland said, "It's only fair that those who benefited most from the misguided policies of the 1980s should be the first in line to pay when the bill comes due."

While congressional committees were trying to thrash out specifics of the proposal, they were getting mixed signals from the White House.

At one juncture, the administration appeared to have backed down from its refusal to consider a higher tax rate for the rich, offering to negotiate raising those rates in return for reductions in capital gains.

But only hours after making that offer, the president flip-flopped, bowing to pressure from Republican senators. Sen. Robert Packwood (R-Ore.), who led a delegation of 17 Republicans meeting with Bush, said the president agreed that "we will not go up on the rates, no matter what."

The following day, after inviting reporters to "read my hips" on his tax stance, Bush reversed field again. He said he would accept a 31 percent marginal tax rate on taxable income above $185,000, coupled with a reduction in the capital gains tax.

Tax increase for rich

At week's end, there was some doubt that this marginal rate would be acceptable to Democrats on the tax-writing committees, but those committees still were expected to report an agreement that included higher tax rates for the wealthy and probably some reduction in the capital gains tax.

The approved budget resolution eliminated one of the more outrageous portions of the defeated deal, which would have mandated a two-week waiting period before an unemployed worker could begin receiving unemployment benefits.

While the benefit period would have remained 26 weeks, the average length of unemployment for most workers is seven to eight weeks. In effect, the agreement slashed an average of about 25 percent of workers' unemployment benefits by denying them the first two weeks of unemployment checks.

In addition, "at a time when millions of working Americans are reeling from the effects of a national health care crisis, the agreement proposes huge cuts in the Medicare program, which would only exacerbate the problems of the elderly and their children," Kirkland said of the original budget agreement.

Under that plan, Medicare funds would have been cut some $60 billion over five years. The new plan eliminates about one-third of those cuts, including large increases in Medicare deductibles and premiums.

Home heating oil exempted

The new agreement also eliminated a two cent-a-gallon tax on home heating oil and is expected to reduce and phase in over a longer period of time a 12-cents a gallon increase in gasoline tax.

One excise tax which is expected to remain is a luxury tax on expensive furs, jewelry, fancy cars and big boats.

But as one Beverly Hills furrier said, "People who want furs will still want them. So if its a $10,000 coat, it'll be a $10,500 coat. It isn't going to murder anyone."

Capitol Digest

The House again failed to override a veto by President Bush, this time on a bill that would have set import limits on textiles, apparel and footwear.

The vote, 275-152, was 10 votes short of the number needed to override. It marked the 14th time the Congress has been unable to override a Bush veto.

"Sixty-four percent of the House of Representatives stood up for American workers," ruefully noted Jack Sheinkman, president of the Clothing and Textile Workers, "but it wasn't enough to overcome President Bush's stubborn adherence to trade policies that are destroying America's industrial base."

Imports of textiles and apparel account for 26 percent of the nation's trade deficit. Even limiting the growth on those imports to 1 percent per year, as the legislation would have done, still would have given those products 60 percent of the U.S. market. Imported footwear makes up some 85 percent of the market.

Workers in the textile industry, which lost about 400,000 jobs in the past decade, may now find their jobs threatened again. This marks the third time since 1985 that a Republican administration has vetoed such a bill.

CIVIL RIGHTS — An effort to gain more support in the House and Senate delayed consideration of the conference report on the AFL-CIO-backed Civil Rights Act of 1990. The conference finished its work in late September on the bill, which would reverse several recent Supreme Court decisions that weakened job discrimination laws for minorities and women.

Steve Yarmola/AFL-CIO News

Washington area trade unionists picketed in front of the White House on Oct. 5 urging President Bush to sign the Civil Rights Act of 1990. Postal Workers Executive Vice President William Burrus marches with Seafarers' members, shouting, 'Hey George, sign the bill!' The bill is expected to go to Bush this week.

While backers were trying to win congressional support, the AFL-CIO and civil rights groups were trying to persuade President Bush to sign the bill when it is delivered to his desk. Each day since Oct. 4 noontime vigils drawing as many as 300 people a day were held in front of the White House.

CONFERENCES — Time was running out for several House-Senate conferences to finish their work before the expected Oct. 19 recess. Still in conference were clean air legislation, housing reauthorization and child care legislation. All face veto threats.

DRUG LAB RULES — An AFL-CIO-supported bill that would require employers conducting drug tests on their workers to use certified laboratories passed the House Oct. 5. The certification process would be established and overseen by the Secretary of Health and Human Services. The bill was approved as part of the House-passed crime bill.

IMMIGRATION — The House passed an immigration bill that contains several provisions to protect American workers. Supported by the AFL-CIO, the bill addresses the admission of aliens as nonimmigrant temporary workers by establishing job protection rules for American workers and visa levels for alien workers. It also would protect longshore jobs by prohibiting foreign ship crews from loading or unloading cargo in many ports.

SOCIAL SECURITY — A move to roll back Social Security taxes was defeated 54-44 on a procedural vote (which required 60 votes) in the Senate Oct. 10. The rollback, supported by the AFL-CIO, could have saved a two-wage family as much as $1,500 per year in six years. Two amendments were offered but not voted, the first to eliminate the so-called "notch" that reduces benefits for retirees born between 1917 and 1927, and second to let retirees earn more than $9,360 a year without losing a portion of their Social Security.

To contact a member of Congress, write to: The Honorable (Senator or Representative's name), United States Senate (or House of Representatives), Washington, D.C. 20510 (Senate) or 20515 (House).

Employers no-shows for strikebreaker hearings

By Candice Johnson

A hearing by the House Labor-Management Relations subcommittee on anti-strikebreaker legislation was canceled when five of six employers invited before the committee balked at testifying.

Subcommittee chairman Bill Clay (D-Mo.) had scheduled the hearing on anti-strikebreaker legislation — H.R. 3936, a bill he introduced earlier this year — for Sept. 19, but was forced to cancel the session when employers refused the invitation to testify.

Clay had invited the top executives of Eastern Airlines, Greyhound Lines Inc., Phelps Dodge Corp., the Chicago Tribune, Kraft/S.S. Pierce, and International Paper Co., but only IP representatives agreed to appear.

"I really wanted to hear from employers who got rid of their workers when they went out on strike," Clay said. "We have heard very disturbing testimony about these employers. This was their chance to respond."

The bill — and a companion Senate measure, S. 2112 — would prohibit employers from firing strikers by permanently replacing them during an economic strike.

Executives from IP, which replaced 2,300 striking Paperworkers at three plants in 1987, told committee staff that the company would testify against the Clay bill. Earlier, IP was among a handful of employer associations speaking against the Senate measure, introduced by Sen. Howard Metzenbaum (D-Ohio).

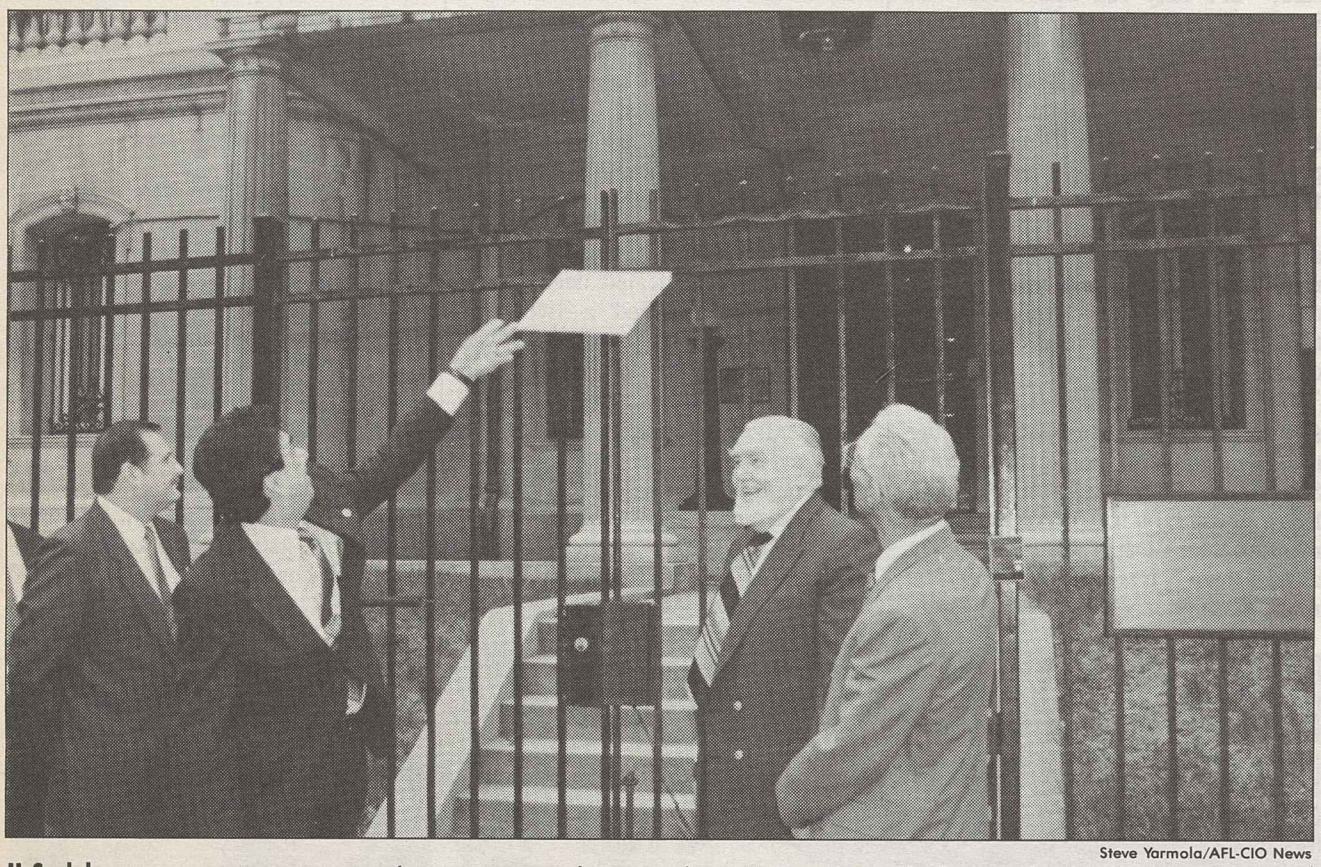
More than 18,000 union workers at Eastern — members of the Air Line Pilots, Transport Workers and Machinists — lost their jobs as the airline sought to resume operations with scabs, as did nearly 9,300 Amalgamated Transit Union members at Greyhound.

At the Chicago Tribune, 1,200 members of three newspaper unions were permanently replaced, as were 2,400 Steelworkers at Phelps Dodge Corp. mines and 250 Teamsters at Kraft/S.S. Pierce.

To restore the right of workers to keep their jobs when they go on strike, labor is working to build support for the anti-strikebreaker measures through public hearings and grassroots efforts.

In Alabama and Arkansas, the state AFL-CIOs, affiliated unions and religious, civil rights and community groups are mobilizing a grassroots network and letter-writing campaign in each congressional district, winning new co-sponsors for the measure.

In Louisiana, resolutions have been adopted by the Bogalusa City Council and the Council of Washington parish calling on Congress to enact the anti-strikebreaker bill. And in Pennsylvania, unionists met with and gained the support of Rep. Curt Weldon (R).



Steve Yarmola/AFL-CIO News

U.S. labor representatives pass letter over embassy gates. From left, Jose Collado of the Carpenters, President Marty Urra of the South Florida AFL-CIO, and AIFLD's William C. Doherty and Jesse Friedman.

Cubans ignore pleas for jailed unionists

U.S. union leaders tried unsuccessfully to visit Cuban government officials in Washington to demand freedom for two Cuban trade unionists who have been in jail more than 25 years.

The AFL-CIO Labor Committee for a Free Cuba attempted to deliver to the Cuban Interests Section, housed in the Czechoslovakian embassy, letters written by U.S. unionists to Cuban leader Fidel Castro urging the release of the two prisoners, Mario Chanes and Ernesto Diaz.

To date, none of the U.S. trade unionists who have written to Castro has received a reply. Manuel Davis, First Secretary of the Interest Section, refused to meet with the AFL-CIO delegation and declined to send a staff member to receive the packet of letters.

"Keeping these men in prison is an outrage," stated John DeConcini, the AFL-CIO vice president who chairs the Cuba committee. "It appears the Cuban government wants to outdo even South Africa when it comes to keeping political prisoners in jail."

Mario Chanes de Armas was the leader of a brewery workers union in Puenta Grande. He was jailed in 1961 for opposing Castro's destruction of free trade unions. Ernesto Diaz, a transport worker and fisherman, suffered the same fate in 1964 for "crimes against the state."

"We will be gathering information about conditions of workers inside Cuba from a number of sources, including Cuban refugees, academic experts, journalists and trade unions in other countries," said DeConcini, who is president of the Bakery, Confectionery and Tobacco Workers.

"When the documentation is complete, we will ask the International Labor Organization and other appropriate bodies to take action," DeConcini said.

"Our purpose is to help workers in Cuba achieve the same rights as other workers around the world," he said. "We know it will be a long and difficult struggle, but we won't quit until Cuban workers achieve dignity and democracy."

In addition to DeConcini, the AFL-CIO Labor Committee for a Free Cuba includes: Leon Lynch, USWA vice president; Marty Urra, president, South Florida AFL-CIO; Jack Otero, TCU vice president; Ed Pulver, secretary-treasurer, New Jersey AFL-CIO; Murray Sisselman, president, United Teachers of Dade/AFT; Jose Collado, Carpenters representative; Olga Diaz, ACTWU manager; Rick Icaza, president, UFCW Local 770, and William C. Doherty, executive director, American Institute for Free Labor Development.

AFL-CIO trusts get $100 million from public fund

The AFL-CIO investment program got a major boost of $100 million from the California Public Employee Retirement System.

The commitment from CalPERS is for $50 million each to the AFL-CIO's Housing Investment Trust and the Building Investment Trust.

In making the announcement, AFL-CIO Secretary-Treasurer Thomas R. Donahue said the sheer volume of dollars would make it an important event for the AFL-CIO. "But it's even more important because it comes from a public sector fund, establishing our trusts as a viable, prudent investment opportunity for such funds," he said.

The fact that AFL-CIO funds go into affordable housing was a major reason CalPERs committed the $100 million, according to DeWitt Bowman, the chief investment officer of CalPERS. "It provides a market rate of return and yet allows us to fulfill an important obligation," he said.

Floyd Hyde, the chief executive officer of the AFL-CIO funds, expressed confidence that the CalPERS investment "will prove well-placed" and that the AFL-CIO funds "are once again positioned to meet an important need — since today public sector funds are looking for investment opportunities that promote prudent economic growth and affordable housing."

The AFL-CIO's Housing Investment Trust had more than $300 million before the CalPERS' announcement. It finances single- and multi-family residences, retirement facilities and nursing homes and seeks out affordable housing projects in regions where its investors are located.

The Building Investment Trust, established in 1988, has approximately $80 million in assets. It invests in office buildings, shopping centers and other commercial properties and has broad flexibility to invest in construction loans, mortgages and equity interests in real property.

Pepper Commission final report begs funding questions

The Pepper Commission released its final report on health care amid concerns that it does not provide a funding mechanism for its proposal to provide coverage for the nearly 32 million uninsured Americans.

"The AFL-CIO is encouraged by this first step," said Karen Ignagni, director of the federation's Department of Employee Benefits. "But it leaves a lot of unanswered questions."

Rather than endorse a financial plan to pay for reform and new programs, the Pepper Commission offered six options — from a progressive income tax increase based on ability to pay, to a regressive value-added tax that labor strongly opposes.

The Pepper Commission, by a close 8 to 7 vote, recommended a $24 billion health care package to provide basic health care for the uninsured, and to reform the private health insurance market.

The commission also called, by an 11 to 4 margin, for a $42.8 billion long-term care plan that would provide the severely disabled with home or community-based care.

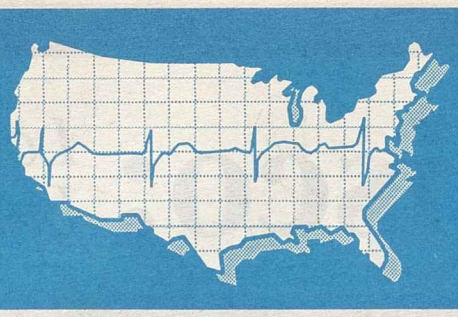
Another $3 billion is sought to reform health care for the elderly through the existing Medicare system, also by a vote of 11 to 4.

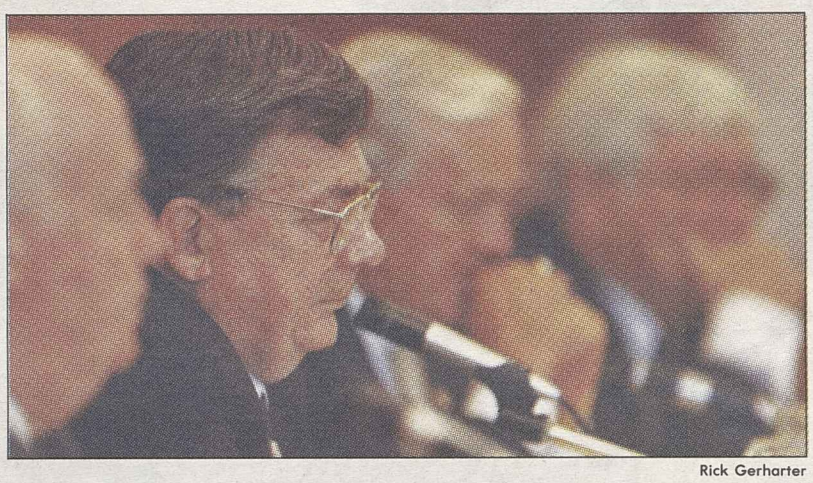
Commission member Rep. Mary Rose Oakar (D-Ohio), who voted for all the recommendations, said she supports the final report, "but we must take it a step further."

Oakar has introduced a bill to create a federal/state/private sector partnership to guarantee universal access to health care, including acute and long-term care as well as prevention and research.

Oakar's bill is among 10 current proposals in Congress. The federation is midway through a series of eight regional public hearings it hopes will help forge a consensus for legislative action.

AFL-CIO Health Care Campaign





Rick Gerharter

The AFL-CIO campaign for health care reform swung through America's heartland to the West Coast and back as federation President Lane Kirkland chaired public hearings in Chicago, San Francisco and Louisville, Ky. In San Francisco, left, Kirkland was joined by Vice Presidents John J. Sweeney, William H. Wynn and Vincent R. Sombrotto. Secretary-Treasurer Thomas R. Donahue chaired the hearing in Detroit. Next up are Rutgers University in New Brunswick, N.J., Birmingham, Ala., and Austin, Texas.

Chicago: *Flawed health care system leaves workers with dilemmas*

By Candice Johnson

A young mother considers moving to Canada in order to obtain the medicine and care she needs to remain alive.

A young bartender suffers serious injuries in a bicycle accident but is 18 days short of meeting a six-month waiting period for health insurance.

An auto worker about to retire loses all health insurance coverage for himself and his wife when his company declares bankruptcy.

These stories were among those brought to the AFL-CIO's Chicago hearing on health care reform, the third of eight regional hearings on the health care crisis in the United States. The final stops are Rutgers University in New Brunswick, N.J., on Oct. 17, Birmingham, Ala., on Oct. 22 and Austin, Texas, on Oct. 25.

AFL-CIO President Lane Kirkland, accompanied by Vice Presidents John Barry, Owen Bieber, Robert Georgine and Edward Hanley heard testimony from workers, city and state officials proposing alternative programs, hospital officials and other representatives of groups concerned about the health care crisis.

''Currently, a million and a half nonelderly residents of this state are uninsured,'' with children comprising more than half the pool of uninsured, and about 40 percent of those without insurance living in Chicago, Kirkland told the participants and union members crowding the hearing room. ''Illinois ranks dead last among the 50 states in Medicaid reimbursement,'' he said.

''It is time to build a national system that makes quality health care available to everyone at a price that is reasonable and shared fairly by all Americans,'' Kirkland stressed.

Marie Shook had few choices in 1984 when she was diagnosed with advanced pulmonary disease and given just six months to live. Told she needed a heart and double lung transplant, Shook's options were to wait 18 months for an opening at Standford University Medical Center or remain at home.

Canada provided solution

Shook learned that a Toronto hospital would conduct the operation — with the surgery covered by her former husband's health insurance under the Canadian system — and had the surgery later that year. The employer plan also covered medication necessary to prevent rejection.

But after her former husband's job was eliminated and her Medicare coverage canceled, Shook, the world's second-longest-living heart and lung transplant patient, found she was unable to continue paying for checkups and medicine. Paying for medical care, drugs, the mortgage and other bills ''doesn't leave me much,'' she said.

''Now I'm probably going to have to leave this country, renounce my American citizenship and apply for Canadian citizenship'' to receive medical treatment, she said.

Dennis Albert, a member of HERE, had been on the job at a Chicago hotel for less than six months when he had a serious bicycle collision. ''Spending three days in the hospital and undergoing a lot of expensive tests, including CAT scans,'' cost about 4,500, he said. But because of a required six-month waiting period before his insurance would take effect, Albert had no benefits at all.

''I have now applied for public aid and I'm waiting to see what happens with that. If nothing comes through . . . then I'll just have to send them what I can each month until the balance is paid off,'' he told the panel.

UAW retiree Fred Fields testified that when his company went out of business, he and his wife ''went without any health insurance for more than two years'' until they were able to join an HMO — health maintenance organization. ''I cannot imagine what would have happened if either one of us became seriously ill or sustained an injury of any kind,'' he said.

Mayor Richard M. Daley pointed out that the federal government has shifted responsibility for health care onto state and city governments, but that only the federal government can resolve the problem of millions of Americans who are without health insurance. ''Health care should not be a privilege; it should be a right,'' he declared.

State proposals outlined

Also testifying were state representative David Phelps, who helped organize a bipartisan coalition to examine health care concerns in rural areas; state senator Howard Carroll and representative John Cullerton, who outlined their legislative proposal for health care reform in Illinois, and Bill Bork of the Construction Industry Service Corporation, a labor-management building trades group that is organizing a petition drive to stop health care cost-shifting to workers.

Other witnesses included Illinois AFL-CIO President Richard Walsh and Chicago central body president Robert Healey; James Bischoff, a member of the Communications Workers; Ronald Spaeth, chairman of the Illinois Hospital Association; Richard Phelan, Democratic candidate for Cook County Board president, and Sam Mitchell, president, Chicago Association of Commerce and Industry.

Chicago Mayor Richard M. Daley, flanked by Chicago AFL-CIO central body President Robert Healey: "Health care should be a right."

M Candee Studios

A panel of workers testify about their problems receiving health care. Marie Shook, at right, the second-longest-living heart and lung transplant patient, said she may have to move to Canada to get care.

San Francisco: *Local, state officials c but look to Washingto*

By Rex Hardesty

The San Francisco Bay Area swirls with local attempts to find a solution to the crisis in health care.

The mayor, three county officials, a state senator and members of two consumer groups testified about local problems and local initiatives at the San Francisco stop of the AFL-CIO Health Care Campaign.

They described their problems as urgent, their efforts as frenetic and their exasperation as almost unbounded because they see so clearly that the health care crisis cannot be solved locally.

Two nationally known physicians also testified, with American Medical Association President C. John Tupper noting the ''historic first'' of the AMA and AFL-CIO in the same forum, agreeing on some goals if not on many of the paths to reach those goals.

The hearings were conducted by AFL-CIO President Lane Kirkland and Executive Council members John J. Sweeney, William H. Wynn and Vincent R. Sombrotto.

Rick Gerharter

AFL-CIO President Lane Kirkland, with Vice Presidents Sweeney, Wynn and Sombrotto hear testimony from county officials Margaret Taylor, Sunne Wright McPeak and Don Perata.

Cities can't go it alone

Picking up on Kirkland's mention that the United States is the only nation besides South Africa that does not have a national health plan, Mayor Art Agnos added that one city cannot solve the crisis alone. It cannot become ''a Sweden in the midst of South Africa'' because too many would flock there to take advantage of such care, he said.

He said the U.S. Conference of Mayors was acutely aware of the crisis — but also aware of the futility of local solutions while the federal government drags everyone down with such proposals as increasing payments by the elderly to Medicare, announced as part of the budget agreement reached the previous day.

Dr. Phillip Hopewell described how Medicaid ended the days 25 years ago of ''two systems — one for those who could pay and the charity hospital for those who could not.'' But he said the runaway costs of the 1980s take us back to a system ''with the poor being given limited choices and limited access to a limited spectrum of services.''

Taking issue to people

Margaret Taylor, director of health care for San Mateo County, said coalition groups were ready ''to take matters in their own hands,'' possibly through a state ballot initiative, given the success of recent insurance reform and tobacco tax state questions.

But the sponsor of a major state legislative initiative, State Sen. Nicholas Petris, said that he wished his bill would not be necessary because the federal government would beat California to the punch. Health care is a $52 billion undertaking in California, he noted, and he made the same point as Agnos about the dangers of any one jurisdiction going it alone.

Payroll tax proposal

Petris's proposal seeks universal access to quality care with funding from a payroll tax on both employers and employees. He said that even at 10 percent of payroll, it's a bargain for employers whose health care payouts now average 13 percent of payroll.

Profits are possible in private-pay, long-term care, Contra County Supervisor Sunne Wright McPeak said, but the key words there are private pay. She described a Contra Costa initiative to get all providers to take a fair share of cases from the state medicaid program.

''I thought I was covered'' may be the most important words in the political reality of getting government committed to provide universal access to quality care at reasonable cost, said Lois Salisbury, chair of Health Access, a statewide group that generated the Petris bill.

''More and more people are finding out they are not covered,'' Salisbury said. She said legislation is not possible until there is sufficient awareness in the electorate that middle-class working Americans — not just indigents — are imperiled by the crisis.

Such awareness in California has grown remarkably in just the past two-and-a-half years, she said. When Health Access issued its pivotal report, ''we drew blanks . . . No one in Sacramento knew there were 5.2 million in California with no health insurance,'' she said. ''Now it is common knowledge.''

Salisbury stressed the folly of trying to segregate anyone out, predicting the collapse of the system if it is not universal.

Return of cured diseases

The local government witnesses cited the recurrence of allegedly cured diseases like tuberculosis and polio, prompting Don Perata of Alameda County to predict a ''social revolution'' against the problems with health care.

The area's runaway growth includes an influx of employers who offer only part-time work and no health benefits, the witnesses noted.

The various aspects of gaps in health care insurance coverage were described by union members Don Slater of the Longshoremen's and Warehousemen's Union, Julienne Fisher of the Food and Commercial Workers and Earnest J. Clemmons of the Service Employees.

Slater was disabled for 18 months after a shoulder injury on his job in a chocolate factory — but his health insurance ran out after 12 months. Inadequate health insurance cost him his $10,000 life savings, forced him to sell his automobile and put his house on the market to get out of debt.

Career goals abandoned

Fisher told the story of career goals abandoned because she always had to take jobs with health insurance coverage after having a pacemaker installed at age 16. She majored in theater stage management and costume design in college but has never felt safe pursuing a job in that field. She now works in a clerical pool at Macy's.

She has always paid a deductible plus 20 percent of the cost of her pacemakers and other treatments, she testified, but

Testifying before the AFL-CIO, San Francisco Mayor Art Agnos, sitting with San Francisco Central Labor Council Executive Secretary-Treasurer Walter Johnson, said one city cannot solve the health care problems alone.

State Sen. Nicholas Petris ing through payroll ta

cr plans,
for help

ohn Tupper, president of the American Medical Association, presents AMA's 'Health Access America' proposal.

seen a shrinkage in her coverage at exact time of a runaway in costs. er treatment costs have doubled e August 1989. She is not paid for ime off and has no coverage of ex- ed care.

lemons told a story of administra- indifference when he had first a er, then a knee, injured severely on ob, in which he is compelled "to rain physically abusive juveniles." While recovering from the second in-, he was marked AWOL and, after , after an abrupt hearing, was pped of first his insurance coverage, his job.

laire Zvanski of SEIU Local 790, ember of the Mayor's Task Force Family Issues, related the story of ia Delgato, who was not at the hear- because she was back in the pital following a liver transplant. elgato worked 12 years for the city less than 20 hours a week, which le her ineligible to buy into the th insurance plan at work. She had ged above 20 hours a week for the vious two years and should have n eligible for health benefits for the period when the liver ailment developed. But she was never notified by the employer.

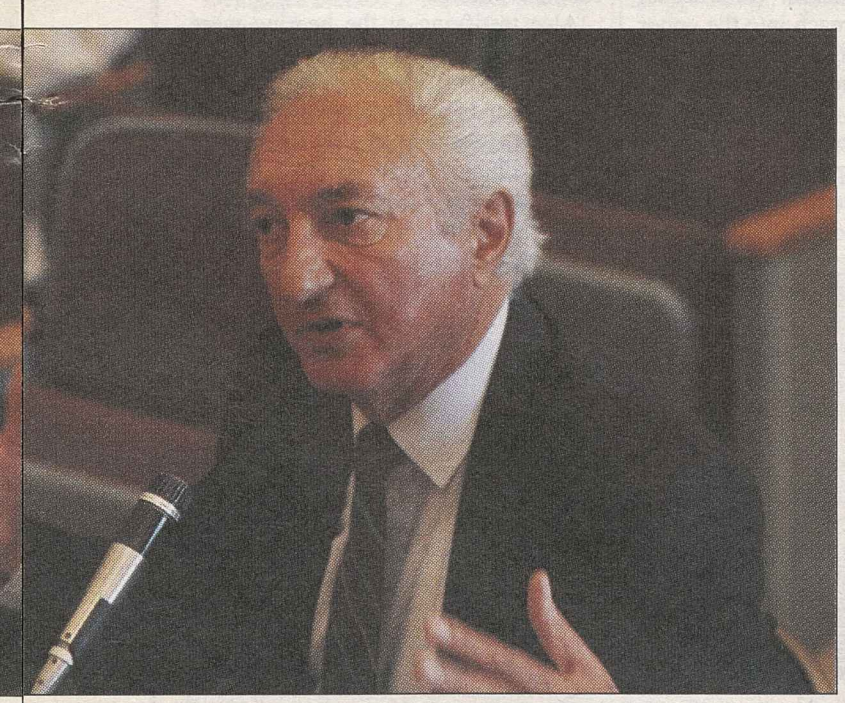
AMA president testifies

Tupper presented the hearings with the "Health Access America" proposal made earlier by AMA, which endorses universal care through employer voluntarism, but does not mention cost containment.

Hopewell, on the other hand, called for a separation of health benefits from the workplace, noting the millions of workers whose employers provide no health benefits.

Tupper said the AMA "would also ask employers to cover a larger percentage of their workers, under at least a minimum package of health care benefits."

In stark contrast to the other witnesses' call for legislative action, Tupper said, "Given the government's track record in failing to provide adequate financing for both Medicaid and Medicare . . . we have to wonder if government should be trusted with an even larger role."



is produced legislation seeking universal access to health care with fund- tn both employers and employees.

Louisville:

Jeanne Friebert

Nurse Gemma Ziegler testified that one Louisville-area hospital charges $22.50 for three Bufferin tablets, while a bottle of 300 retails for $9.95.

Hospital waste, inefficiency, price gouging affect cost, quality

By James B. Parks

Hospital workers are so overworked that patients often don't get fed and sometimes have to lie in their own waste for hours because management is too intent on bolstering the bottom line, according to Gemma Ziegler, an organizer and member of the Machinists Nurses Lodge 2779.

"I am one of the many registered nurses who have left the bedside due to horrible working conditions," Ziegler told an AFL-CIO national health care hearing in Louisville. "There is not a nursing shortage in America. There is a shortage of nurses willing to tolerate the abuses and deplorable working conditions in hospitals and nursing homes," she said.

The advent of for-profit hospitals has led to cutthroat competition that has stripped patient care dollars to the bone, Ziegler said, and funneled those dollars into advertising, marketing and other frills.

One way hospitals manage costs is through staff cuts, Ziegler said. She related how one maternity room nurse was responsible for feeding more babies than she could manage and was told by her supervisor not to worry if the babies didn't eat for four hours, "it wouldn't kill them."

National health care legislation would help address the issue of disparity in costs among health care providers, Ziegler said. The cost for the same procedure, length of stay and treatment can vary as much as $20,000 from one hospital to another, she said.

The legislation also would help prevent other cost abuses, she said. Holding up a container of Bufferin aspirin, Ziegler said she had bought the 300-count bottle at a retail cost of $9.95 that morning. A Louisville-area hospital charges $22.50 for three tablets. That is a total cost of $2,250 for a bottle of aspirin.

"This kind of rip off is what gives our country a health care headache," she said.

As an example of why drug prices are so high, Ziegler, whose husband is a doctor, said they recently went on a "drug trip" where a pharmaceutical company paid an estimated $5,000 per couple to wine and dine physicians in hopes of getting them to prescribe its products.

AFL-CIO President Lane Kirkland chaired the Oct. 8 panel that included Vice Presidents Richard Trumka of the Mine Workers, William Bywater of the Electronic Workers and Joyce Miller of

Continued on page 8

Jeanne Friebert

Nearly 300 people crowded the Crystal Ballroom at the Brown Hotel in Louisville, where the state AFL-CIO coupled its convention with the hearing.

Louisville

Continued from previous page
the Clothing and Textile Workers.

The hearing was held in conjunction with the Kentucky State AFL-CIO convention, which was gaveled to order by Kentucky AFL-CIO President Robert T. Curtis and Executive Secretary-Treasurer Ronald R. Cyrus. Kirkland then opened the hearing by describing the severity of the health care crisis — in Kentucky and across the country.

''More than 11 percent of our gross national product is devoted to paying for health care. Yet we're the only industrialized country besides South Africa that doesn't guarantee basic health services to its citizens,'' he said.

More than 700,000 Kentucky citizens — nearly 18 percent of the state's population — are without any health insurance, with those living in rural areas hit especially hard, Kirkland said.

One in seven children in Kentucky is uninsured and nearly half of the people in the state without insurance are employed, he said.

'Fighting against time'

Judith Maske has insurance, but it is not helping her with her biggest medical problem.

Maske's 17-year-old son Johnny needs a new liver to live, but her health insurance won't pay for a transplant because the carrier considers the operation experimental.

''Johnny is now fighting against time,'' Maske said. ''When the liver disease was first discovered, the doctors said he would require the transplant within the next five years. That was in March. By August, his condition had deteriorated so rapidly that we were told he would need a new liver in two years.''

Can't pay for operation

A member of the Communications Workers Local 3314, Maske doesn't have the money to pay for the $250,000 operation.

''If they were to tell me 'Judy, give us your house, and your car and everything else you own and Johnny can have a new liver,' I'd do it in a heartbeat,'' she said.

''But I don't have enough money in my home and possessions to begin to cover all the expenses for the procedure. We're barely keeping our heads above water.''

Johnny ''experiences a liver attack about every three weeks which causes excruciating pain and leaves him exhausted and unable to do much of anything for several days afterward. He may be placed on a donor waiting list in as few as 18 months,'' Maske said.

Maske, who makes $26,000 a year working at South Central Bell, is a single parent and is not eligible for medicare.

State Sen. Benny Ray Bailey, who successfully sponsored a major health care reform package in Kentucky this year, said national legislation is needed to solve the problems facing the health care system.

The legislation, he said, should decouple medicaid from welfare programs to allow it to expand to deliver more health care services. It also should encourage states to pay more to physicians who enter family practice and require them to serve a specified number of years in inner city and rural areas.

'Don't know where to start'

''Health care policy in this country . . . is determined by special interest groups,'' Bailey said. ''We're like a mosquito in a nudist camp. We know what to do, but we don't know where to start.

''Poor people have always had one thing in common all over the world, they don't have any money,'' he said. ''Only when the health care access problems begin to reach into the upper middle and wealthy classes will we begin to address the problem.''

Edward Holloway, president of Associated Industries of Kentucky, said employers and employees must band together to stop unscrupulous, price-gouging providers.

He cited several methods doctors, pharmacies and hospitals use to overcharge patients, such as charging five to ten times more for supplies in hospitals than in a doctor's office or using ''creative coding'' of claims to charge twice for the same procedure.

Industry behind times

The health insurance industry has not kept pace with economic and social changes in designing its products, Holloway said. Many carriers still routinely pay 100 percent of all in-hospital charges but require deductibles and co-payments for more efficient outpatient treatment.

Dr. Harvey Sloane, the Democratic candidate for the U.S. Senate, presented his proposal for reforming the national health care system.

The Louisville physician, who started an inner city Public Health Service clinic in the 1960s, said, if elected, he would propose legislation to require all businesses with 100 or more employees to provide basic health care insurance for its workers.

Also testifying at the hearing were Kentucky Lt. Gov. Brereton Jones; ACTWU Local 2560 members Brenda Holstine and Priscilla Brewer; Norman Mitchell, president of IUE Local 761; retired Pittston Mine Worker Robert Alexander, and Lu Sturgill, the wife of a mine worker.

AFL-CIO Vice President Joyce Miller, President Lane Kirkland and Vice Presidents William Bywater and Richard Trumka listen to testimony.

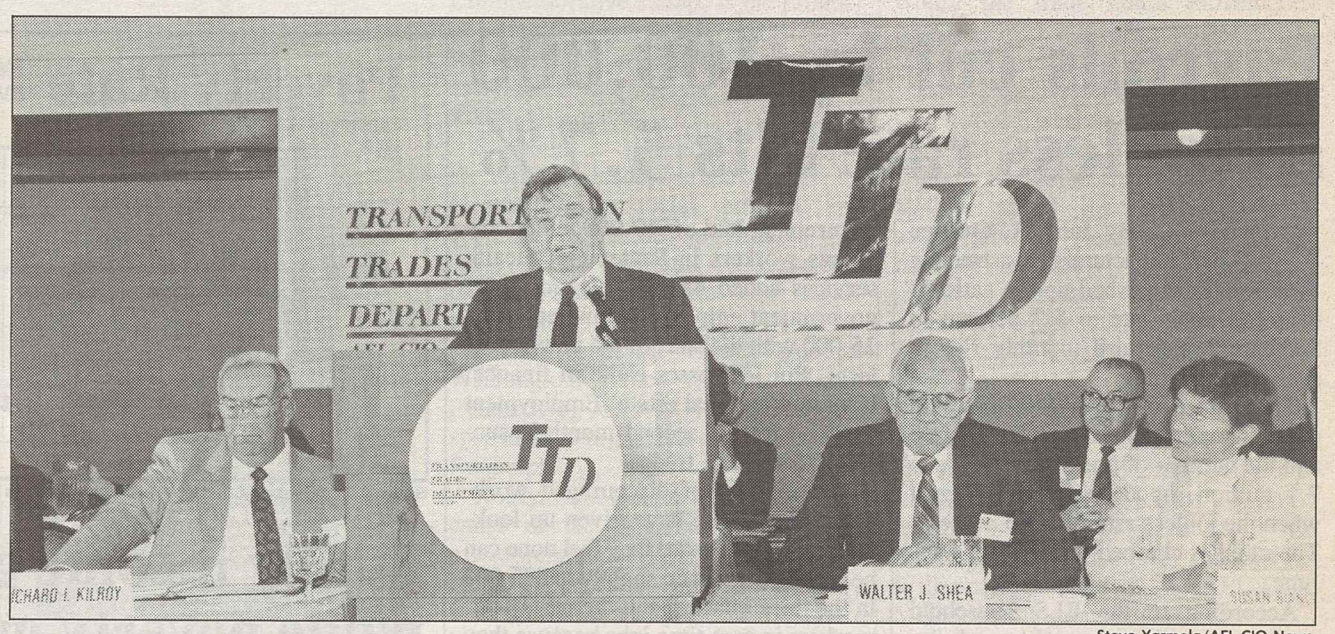
Worker witnesses Brenda Holstine and Judith Maske tell of woes trying to get health care for their families.

Transportation Trades lay out national agenda

By John R. Oravec

Delegates to the inaugural convention of the AFL-CIO Transportation Trades Department called for a realistic overhaul of national transportation policy that would benefit the workers and spur industry growth, while also serving the needs of the nation.

In formulating the TTD's agenda, the convention underlined the importance of protecting the collective bargaining prerogatives of union members and their basic right to strike. The more than 100 delegates from 25 federation affiliates endorsed resolutions on job safety, legislation banning striker replacements, health care reforms and a system for rating members of Congress on transportation issues.



Steve Yarmola/AFL-CIO News

Unions have a major role to fulfill in rebuilding the nation's transportation system, AFL-CIO President Lane Kirkland tells the Transportation Trades convention. At the head table, from left, are TTD President Richard I. Kilroy, Executive Secretary-Treasurer Walter Shea and Vice President Susan Bianchi-Sand.

Boosting union work

In his keynote address, TTD President Richard I. Kilroy said that it is unrealistic to believe that business can be conducted the old way. "It is critical that we unify under this department and find innovative ways to stop the growth of the nonunion transportation work sector," said Kilroy, who also is president of the Transportation Communications Union.

Noting that the federal government has played a historic role in building and expanding the nation's transportation system, Kilroy branded the Bush administration's "comprehensive game-plan" on transportation "nothing more than a comprehensive cop-out."

He charged that the White House's grand design for overhauling the system is a wholesale shift of the funding burden to the states.

AFL-CIO President Lane Kirkland told the convention that the TTD has the potential of becoming a major voice for workers in the industry that has been left "in disarray by the policies and practices of recent years."

Kirkland said, "During the 1980s, the worst elements of American business management predominated in an atmosphere of excess and avarice and devil-take-hindmost — an era that has left this nation awash in debt and scandal."

The nation's transportation system has not been immune to this, Kirkland stressed.

"Bridges and highways crumble, public transit systems scramble for scarce funding, and needed airports remain unbuilt — to say nothing of the havoc that excessive and imprudent deregulation has wrought on the quality and reliability of transportation service," Kirkland declared.

Anti-labor policies

Kirkland charged that the highest levels of government helped devise anti-labor policies during this period.

"Some of labor's fiercest battles of the 1980s have been in the transportation arena: beginning with the previous administration's sacking of the air traffic controllers, and the continuing struggles against Continental, Eastern, Greyhound, and in the rail industry, Guilford Transportation."

In other action, the TTD executive council — made up of vice presidents representing each of the 25 affiliates as well as Kilroy and Executive Secretary-Treasurer Walter Shea of the Teamsters — approved a monthly per capita payments of 6 cents to finance the department's operations.

The council also appointed James J. Kennedy as executive director of the department. Kennedy will continue to serve as executive secretary-treasurer of the Railway Labor Executives' Association.

Besides the TCU and Teamsters, the department affiliates are the Machinists, Transport Workers, Locomotive Engineers, Air Line Pilots, Flight Attendants, Marine Engineers, Electrical Workers, Operating Engineers, Train Dispatchers, Maintenance of Way Employees, Railway Signalmen, Boilermakers, Sheet Metal Workers, Communications Workers, Hotel Employees and Restaurant Employees, Fire Fighters, Firemen and Oilers, Longshoremen and Warehousemen, Service Employees, Steelworkers, AFSCME, UAW and the Amalgamated Transit Union.

Rubber Workers elect new leadership team headed by Coss

Hollywood, Fla.

The Rubber Workers elected a new leadership slate headed by Kenneth L. Coss at the union's 55th anniversary convention. Coss, who had been the URW secretary-treasurer since 1987, unseated Milan Stone for the presidency by a delegate vote of 658-370.

Delegates elected J. Michael Stanley vice president over incumbent Joseph H. Johnston and Glenn Ellison by acclamation as secretary-treasurer. Stanley had been an executive board member and Ellison was the administrative assistant to Coss.

All incumbents also were replaced on the union's executive board, comprising 11 rank-and-file members and the three top officers.

Strike benefits raised

In other key action, delegates voted to raise the URW strike benefits from $35 to $100 a week. Payments to members are made two weeks after the start of a strike from the union's defense fund, which the URW said has a current balance of $10 million.

Delegates also approved a constitutional amendment that provides for the election of the URW Canadian director beginning in 1994. The director will be elected to a three-year term by delegates to a Canadian district council session.

In its first action, the newly elected executive board approved the realignment of the union's districts, except for Canada, and the number of districts will be reduced from five to four. Two district offices — in Trenton, N.J., and Oklahoma City, Okla. — will be closed. An office for new District 4, incorporating all states west of the Mississippi River, will be opened later.

Improved service

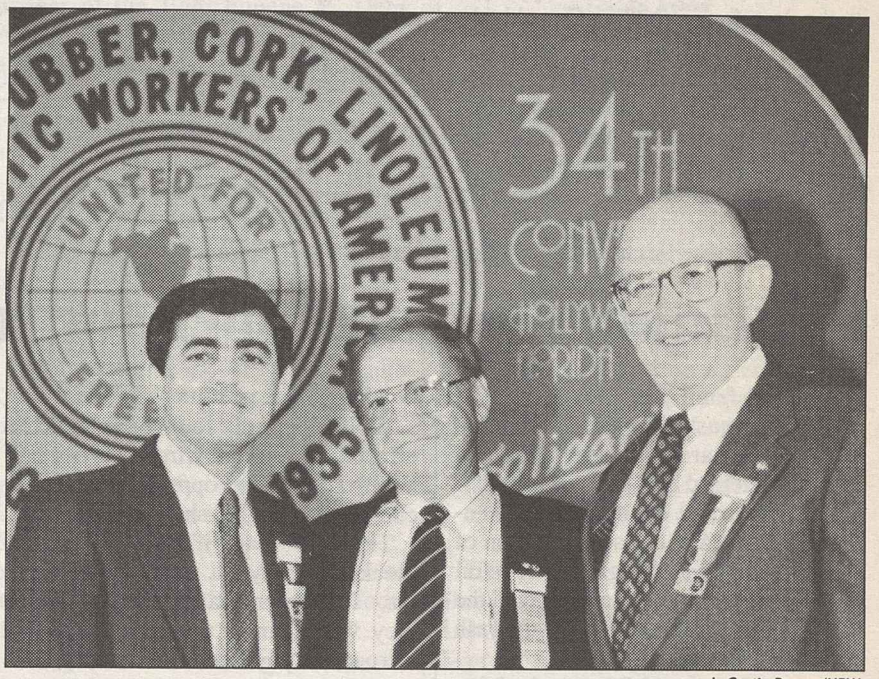
Coss said the redistricting is designed to improve services to the union's 110,000 members and reduce operating costs. "We believe our action addresses the needs and concerns of our membership and staff," Coss said

Coss, who is 55, is a 25-year member of the URW. He was elected president of the URW local in Painesville, Ohio, in 1969. He served as an international representative from 1974 until 1979 when he was named assistant to the secretary-treasurer.

Coss was appointed by Stone to fill a vacancy as secretary-treasurer in 1987 and was elected to a full three-year term later that year. Stanley, 39, is 20-year URW member. Ellison, 55, has been in the URW for 39 years.

Stone, 63, has served as president of the URW since 1981 after five years as vice president. He is a member of the AFL-CIO Executive Council.

The new board members elected by acclamation are George Amis, Topeka, Kan.; Annalee Benedict, Wabash, Ind.; Kenneth Bodak, Painesville, Ohio; Leo Bradley, Natchez, Miss.; Nathaniel Brown, Danville, Va.; Dorothy Harper, Mattel, Calif.; Dan Kelly, Akron, Ohio; Lee Messenger, Kitchener, Ont.; Sam Odom, Union City, Tenn.; Mitchell Tucker, Clarksville, Tenn., and John Yost, Lancaster, Pa.



J. Curtis Brown/URW

New top officers of the URW are President Kenneth L. Coss, center, Vice President J. Michael Stanley, left, and Secretary-Treasurer Glenn Ellison.

Convention speakers included Mine Workers President Richard Trumka, AFL-CIO Industrial Union Department President Howard Samuel, Canadian Labour Congress Executive Vice President Nancy Riche, Ohio Gov. Richard Celeste, and Rev. Joseph Lowery, president of the Southern Christian Leadership Conference.

DATA

Payrolls cut by 100,000 as jobless rate hits 5.7%

By John R. Oravec

Layoffs in manufacturing, construction and services pushed up the nation's unemployment rate to 5.7 percent in September, the third monthly rise in succession.

The Bureau of Labor Statistics said payroll employment slipped by 100,000 and the number of unemployed rose to 7.1 million, up 66,000 from August when the jobless rate was 5.6 percent. The rate has climbed 0.5 percent since June.

According to the BLS household data, unemployment jumped by 600,000 between June and September, AFL-CIO chief economist Rudy Oswald pointed out. More than 200,000 black workers were hit by job losses in the three-month span, he said.

Jobs in the goods-producing sector continued to dwindle in September, including losses of 65,000 in manufacturing and 20,000 in construction. But even the services sector, which had been the main generator of employment in recent years, showed an over-the-month decline of 17,000 jobs.

Broad downturn

BLS Commissioner Janet Norwood told the Joint Economic Committee of Congress that "few areas of the economy are escaping the downward tug of the current economic downturn."

Asked if the deteriorating employment situation signals a recession, Norwood suggested that other economic data must be also looked at, but said, "There is a risk, without a doubt."

Oswald noted that 520,000 U.S. factory jobs have been lost since January 1989, with 115,000 of those wiped out in the last two months. On top of that, 100,000 construction jobs disappeared in the last four months, Oswald observed.

Employment analysts link the continuing erosion in factory jobs to the slowing economy as well as near-record imports of manufactured goods allowed under Bush administration foreign trade policy.

In the service sector, the federal government laid off 40,000 temporary census workers in September. Health services added 45,000 jobs and local government employment increased by 25,000 with the start of the new school term. But job losses came in finance, insurance and real estate. Employment dropped for the second month in succession in retail trade.

The number of discouraged workers — those who have given up looking for work because they feel none can be found — dropped slightly to 835,000 in the third quarter. But the number of workers in part-time jobs because they could not find full-time work rose by 300,000 to 5.4 million.

Based on that data, 13.3 million workers were affected by total or partial unemployment, Oswald said. And of the 7.1 million officially counted as unemployed, only 2.2 million — or less than one in three — were drawing jobless benefits.

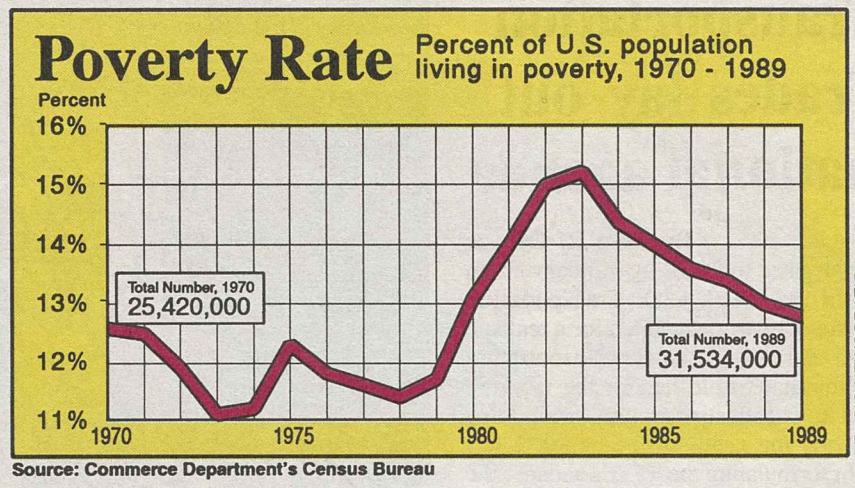
Jobless rates rose one-tenth of a point for adult men to 5.1 percent and for adult women to 5 percent. For blacks, the rate climbed 0.3 of a point to 12.1 percent and jumped 0.9 of a point for Hispanics to 8.7 percent.

More layoffs feared

Meanwhile, the Electric Boat division of General Dynamics Corp. said it intends to lay off 1,000 salaried employees by Dec. 1 because of anticipated defense spending cutbacks by the Pentagon. The bulk of the layoffs are expected at the division's Groton, Conn., plant, which employs 17,000 workers, and at Quonset Point, R.I., where 5,000 workers are employed.

Whitehall-Robins, a division of American Home Products Corp., announced it will close its Elkhart, Ind., pharmaceutical plant next year. The shutdown will wipe out nearly 800 jobs, the Oil, Chemical and Atomic Workers said.

Adding to the gloomy outlook was a 1.2-percent drop in August in the government's index of leading economic indicators, the steepest decline in three years.



Source: Commerce Department's Census Bureau

Family income gains low in '80s while poverty grips 31.5 million

Most families made little headway in real median income during the 1980s, and the number of persons trapped in poverty rose by more than 5 million to 31.5 million in the 10 years ended in 1989, according to a Census Bureau report.

Median family income was $34,210 last year, an increase of 1.4 percent from 1988 after adjustment for inflation. But that was only 2.3 percent more than in 1979, when family income amounted to $33,455 when adjusted for 1989 dollars.

Median income is the middle line of earnings and other sources of income — 50 percent of the families are above, and 50 percent below.

The census survey showed some improvement in the poverty rate since the mid-1980s, including a decline in 1989 to 12.8 percent from 13 percent the year before. But the rate is still well above the 11.7 percent rate of 1979 when 26.1 million person were below the poverty line.

Poverty rose sharply during the early years of the Reagan administration, peaking at 35.3 million persons in 1983, when the rate was 15.2 percent.

The official income poverty level in 1989 was $9,885 for a family of three, $12,675 for a family of four, and $6,311 for one person.

Although both the number of poor persons and the poverty have declined since 1983, the census report noted that the disparity of income between the richest and poorest Americans has grown worse.

One index in the report showed that income inequality widened by 6.7 percent during the 1980s, compared with 3.3 percent in the 1970s.

AFL-CIO economist Anne Draper pointed out that the richest 20 percent in the nation received a record high 44.6 percent of total family income last year. The share of the top 5 percent also was at a record level of 17.9 percent, Draper said.

Conversely, the bottom 20 percent of the families received only 4.6 percent of the family income last year, about the same as in each of the previous four years. Draper said that is barely above the record low of 4.5 percent posted in 1949, 1950 and 1954.

Half of the nation's poor in 1989 were either children under 18, at 40 percent of the total, or the elderly, at 11 percent.

Among those trapped in poverty, 20.8 million are whites, 9.3 million blacks, 5.4 million Hispanics and 1.4 million Asians and others.

In the age 18-64 category, 9.6 million women were in poverty, compared with 6 million men. Overall, 13.4 million males and 18.2 million females were below the poverty line in 1989.

For women workers in full-time jobs, real median earnings increased by 1.7 percent to $18,770 last year, while declining for men by 2.2 percent to $27,330.

UAL union contracts open for revision after aborted buyout bid

Continued from page 1

involved no cash, he said. It consisted of $178 per share in secured notes and $25 of preferred stock.

The board had endorsed a $201-a-share offer in April. Iraq's invasion of Kuwait and the resulting increase in oil prices and bank credit crunch forced the UEAC to reevaluate and lower the cash portion of its offer.

Two weeks ago, ALPA promised that the failure of the buyout bid could lead to a strike. In a letter to members, ALPA charged that UAL chairman Stephen Wolf was telling board members the buyout did not have broad union support.

The letter urged members to "inform the UAL board that you — as an individual — continue to support the efforts of your union leaders to make United an employee owned company. If you oppose these efforts, we wish you to convey that sentiment as well."

Wolf reportedly fought the UEAC's efforts down to the wire. Sources said Wolf adamantly opposed efforts to change the $201-a-share offer.

The letter said if the UAL board blocked the buyout, a strike was possible. The union leaders served notice they would make tough demands for retroactive pay and benefits improvements.

Letter warns of strike

"We are amply prepared to return to the . . . negotiating table if that is your collective desire, or if the prospects for employee ownership cease to exist," the letter said.

"In the event we abandon the Employee Ownership Initiative, we, as your leaders, are confident in our ability to confront senior management pursuant to the provisions of the Railway Labor Act — up to and including a strike," ALPA told its membership.

The letter was signed by Frederick Dubinsky, chairman of the union's United Master Executive Council, J. Steve Smith, vice chairman and Felix Isherwood, secretary-treasurer.

If the deal fell through, ALPA warned that Coniston Partners, UAL's largest stockholder with about 11 percent, may force a restructuring of the company to boost its stock price.

Coniston last spring demanded action to bolster UAL's stock prices and backed the employee buyout as the best way to accomplish it. They later pulled out of the buyout effort.

Wolf, who would have been replaced under the buyout, fought the UEAC plan, but Coniston in April forced the board to endorse a $201-a-share offer worth $4.4 billion. The UAL board gave UEAC until Oct. 9 to come up with the $2 billion to swing the deal.

The buyout hinged on the unions getting commitments from banks, suppliers and foreign airlines. On Oct. 2 UEAC was able to get pledges totalling $1.4 billion from a consortium of banks that included Bankers Trust New York Corp., Manufacturers Hanover Corp., Security Pacific Corp. and First Chicago Corp.

Banks up the ante

But their pledges were contingent on UEAC finding enough backers to oversubscribe the rest of the $600 million in bank pledges. The next day the NMB Postbank Groep, a Dutch bank, pledged $350 million.

The unions found enough backers to oversubscribe the $600 million, but the lead banks withdrew because they said the amount raised was not enough to ensure a market for the debt.

Randolph honored with bust at Union Station

By Duane Covert

The AFL-CIO will honor the achievements of Asa Philip Randolph, the former federation vice president who helped unify the labor and civil rights movements.

AFL-CIO President Lane Kirkland will be joined by other labor and civil rights leaders at the unveiling of a bronze bust of Randolph at Washington's Union Station on Oct. 19.

The one-and-a-half life-size bust, which is the creation of sculptor Ed Dwight, will permanently adorn the concourse of the train station on a 66-inch-high marble base, which bears a plaque that honors Randolph's efforts as a civil rights leader and union organizer.

''He was a legendary figure,'' said Richard Womack, director of the federation's Department of Civil Rights, ''The AFL-CIO believes it is absolutely essential to have in place something to honor the achievements of one of the most noted leaders of the labor and civil rights movements.''

The sculpture, Womack said, is ''in honor of Randolph's efforts to bring dignity to the lives of workers,'' members of the Sleeping Car Porters, founded by Randolph in 1925, ''which would become perhaps the most important black political institution in America'' during the 1940s, according to author Jervis Anderson.

This bust of A. Philip Randolph will stand in Washington's Union Station.

The bust, which comes a year after the issuance of the A. Philip Randolph Commemorative stamp, is the product of a longstanding effort by the A. Philip Randolph Memorial Committee to establish a permanent memorial in Randolph's name.

Randolph is remembered as one of the foremost leaders in the struggle by blacks to gain social, political and economic democracy in America. His achievements highlight the successful phases of the civil and labor rights movements.

For instance, the 1963 March on Washington, famed for Dr. Martin Luther King Jr.'s ''I Have a Dream'' speech, was organized and directed by Randolph.

Not only did the march illuminate the cause of the labor and civil rights movements, bringing more than 200,000 people together in solidarity, but it also was instrumental in gathering support for the 1964 Civil Rights Act.

As the leader of the March on Washington in 1941, Randolph moved President Roosevelt to ban discrimination in defense and government industries. Similarly, in 1948, Randolph pressed President Truman to outlaw segregation in the armed forces.

As the first black vice president of the AFL-CIO, Randolph continuously worked to end discriminatory practices within the trade union movement, resulting in a stronger, more unified labor movement.

Before the Brotherhood of Sleeping Car Porters' decline and merger with the Transportion Communications Union, Randolph led many battles against racial discrimination and segregation for black workers before his death in 1979.

Joining Kirkland at the unveiling ceremony will be: Richard I. Kilroy, president of TCU; Fred O'Neal, chairman of the A. Philip Randolph Memorial Committee; Lenore Miller, president of the the Retail, Wholesale and Department Store Union and chair of the AFL-CIO Civil Rights Committee; Norman Hill, president of the A. Philip Randolph Institute; and Joslyn Williams, president of the AFL-CIO Metro Washington Council.

The bust, which took three months for the sculptor to complete, is the first part of a project commissioned by the AFL-CIO's Executive Council. The second part of the project, now being developed, will be the A. Philip Randolph traveling exhibit featuring paintings depicting his life.

Newsmakers

The Writers Guild of America East elected six new members to the union's 21-member Guild Council. **Heywood Gould, Evan Hunter** and **Michael Winship** filled vacancies in the freelance (TV, radio, screen) category and **Greg Hernandez, Willie Kathryn Suggs** and **Catherine Twohill** were chosen for the staff (TV, radio) category. At least two members competed for each post. The Guild represents writers for television, motion pictures and radio.

The George Meany Center for Labor Studies board of directors elected four new members and honored the four who are leaving the 18-member board. The new members are:

- **Robert H. Atwell,** president of the American Council on Education and co-chairman of the Labor/Higher Education Council.
- **Eula Bingham,** professor at the University of Cincinnati College of Medicine and a former administrator of the Occupational Safety and Health Administration.
- **John Sturdivant,** president of the Government Employees and a graduate of the Meany Center's Antioch College degree program.
- **Frank Hanley,** president of the Operating Engineers, which is one of the largest participants in the Center's college degree program.

Sturdivant and Hanley were elected to one-year terms to replace former Actors and Artistes President **Fred O'Neal** and former Operating Engineers President **Larry L. Dugan Jr.,** both of whom retired recently.

Atwell and Bingham, two public members, were elected to three-year terms, succeeding **John Dunlop,** a former Secretary of Labor and the Lamont University professor at Harvard University, and **Theodore Kheel,** a partner in Battle Fowler Jaffin Pierce and Kheel, a New York law firm that represents a number of labor unions. The other public members are former Secretary of Labor **Ray Marshall** and **Benjamin Hooks,** executive director of the NAACP.

Calvina S. Little, secretary-treasurer of the United Garment Workers for the past 12 years, retired Sept. 10 due to health reasons. Little was appointed to the post in 1978 to fill out the term of **Catherine Peters,** who had retired. Little was elected to her first full term in 1982 and re-elected in 1987.

The United Garment Workers Executive Board unanimously approved **Timothy J. Fitzpatrick** as secretary-treasurer to fill out Little's term which runs until 1992.

Longtime labor reporter, editor and speechwriter **Gene Zack** retired in September as assistant editor of the AFL-CIO News. Zack, who is 68, began his journalism career in Massachusetts in 1943 and joined the AFL-CIO Department of Community Services as public relations director in 1956. He was on the News staff for five years before going to work for the Kennedy administration in 1961. Later, he was public relations director for the Seafarers and then for the maritime union-industry coalition, the Transportation Institute. After working on the staffs of the late Rep. James G. O'Hara (D-Mich.) and Rep. Joshua Eilberg (D-Pa.), Zack rejoined the AFL-CIO News staff in 1985.

Brian L. Flores, a past administrative officer of the Washington/Baltimore Newspaper Guild Local 35, was sworn in as deputy director of the Federal Mediation and Conciliation Service on Oct. 11.

Rev. **Robert J. Williams Jr.,** a 1990-91 fellow from the Congress of National Black Churches, will be working with the AFL-CIO Department of Organization and Field Services for the next 10 months under the supervision of Assistant Director **Green P. Lewis,** according to department Director **Joseph Shantz**. Williams is to lend ''to our program his skills'' and is ''to learn how to more effectively lead the community in social change for the common good,'' Shantz said.

John Herling's Labor Letter, a weekly newsletter in continuous publication since 1950, produced its final issue recently. Editor Herling pointed out to readers that the publication's predecessor, Chester Wright's Labor Letter, was first published in 1934. Herling became editor of the Wright newsletter in 1947, and in 1950 became publisher and changed the name.

AWARDS

Steelworkers President **Lynn R. Williams** was honored on Oct. 6 as the winner of the 1990 Eugene V. Debs Award. The awards banquet was held at Indiana State University's Hulman Civic Center in Terre Haute. This year's event marked the 100th anniversary of the Debs' Home.

DEATHS

Lester Asher, a nationally known labor lawyer, died of a stroke Oct. 2 at Stratford Hospital in Stratford, Ontario, where he was vacationing. He was 80.

Asher attended the AFL-CIO Health Care Hearing in Chicago three days before he died.

At the time of his death, Asher was general counsel for the Illinois AFL-CIO and senior general counsel for the Service Employees. During his career, he had represented the AFL-CIO and a number of its affiliates and local unions.

AFL-CIO Secretary-Treasurer Thomas R. Donahue spoke at Asher's Oct. 5 funeral, which drew prominent labor lawyers from all parts of the nation.

''Les was the lawyer — the consummate legal professional: brilliant, careful, disciplined, precise, tough and determined, and filled with a passion for justice and a love for the neatness and the power of the law,'' Donahue said.

A Phi Beta Kappa graduate of the University of Chicago, Asher founded what is now the Chicago law firm of Asher, Gittler, Greenfield, Cohen & D'Alla. It is one of the nation's largest labor law firms with union clients.

Lester Asher

''He cared profoundly about the labor movement,'' SEIU President John Sweeney said. ''He identified with workers and their ability to organize.''

He became a labor lawyer with the National Labor Relations Board shortly after graduating from law school in 1932. He had served as a field lawyer in Washington and Minneapolis, and as secretary of the board and a regional lawyer in Chicago.

He is survived by his wife, Corrine, a daughter and two sons.

Clara Beyer, an influential New Deal administrator and confidante of Labor Secretary Frances Perkins, died Sept. 25 in Washington. She was 98.

Beyer had been associate director of the Bureau of Labor Standards from its creation in 1934 until she left the Labor Department in 1958 to join the Agency for International Development.

CORRECTION

James A. McCambly, who addressed the Bricklayers convention Sept. 13, is president of the Canadian Federation of Labour. An article in the Oct. 1 issue of the AFL-CIO News misidentified his organization.

Phone company bugged employees, suit charges

By Arlee C. Green

Northern Telecom Inc. of Nashville, Tenn., electronically spied on its workers for nearly eight years, the Communications Workers charged in a multi-million-dollar, class-action suit filed against the U.S. subsidiary of Northern Telecom Ltd. of Canada.

The suit claims that the company wiretapped telephones and used hidden microphones to tape conversations in an effort to stymie union organizing efforts.

At a press conference in Toronto, the CWA was joined by the Canadian Auto Workers and Communications and Electrical Workers of Canada, which represent workers at Northern Telecom Ltd., in demanding a full investigation of the company's labor relations in both countries.

The three unions pledged to seek a joint meeting with Northern Telecom Chief Executive Officer Paul Stern to discuss the illegal electronic surveillance and other employee abuses, as well as plant closings. The company has moved 15,000 jobs into the United States over the past several years, attempting to avoid unionization.

CWA's suit charges the company bugged the pay telephone in the employee cafeteria and recorded hundreds of hours of employees' conversations. Further, the suit says, microphones hidden in the overhead sprinkler system and light fixtures were monitored by plant guards.

The suit was filed Sept. 10 in the U.S. District Court for the Middle District of Tennessee by CWA, CWA Local 3879 and its president, Jesse Parrish, and two school board employees who were surreptitiously taped, Bernice Christianson and Joyce Carr.

The suit estimates NTI eavesdropped on about 1,000 persons, including as many as 500 employees. It charges the company violated Title III of the federal Omnibus Crime Control and Safe Streets Act and privacy laws of Tennessee.

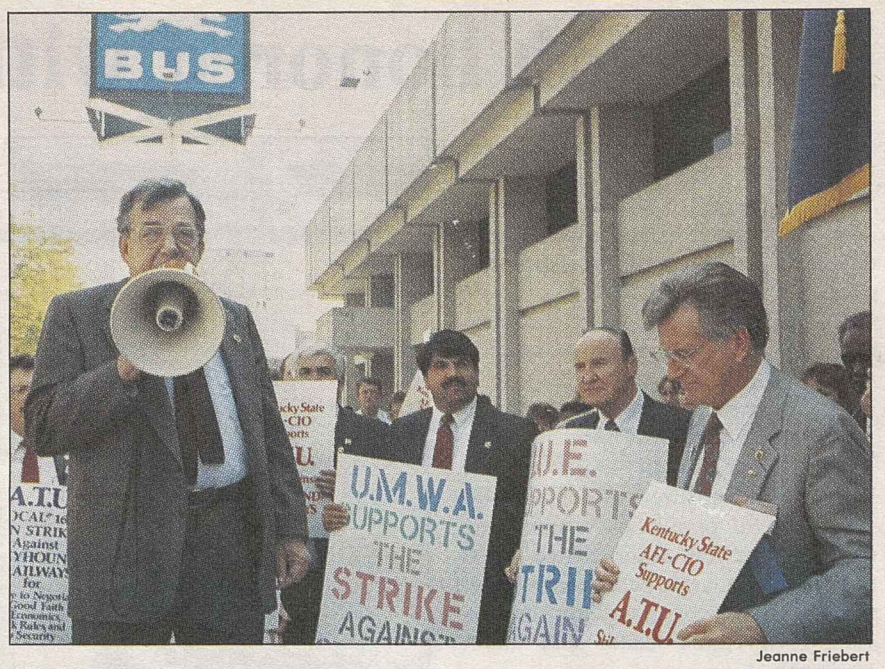
The union and other plaintiffs are seeking a permanent injunction to bar NTI from continuing such actions, and an award for each member of the class of $100 per day for every day the company's conduct violated the federal law, compensatory damages for violating state law and punitive damages.

The wiretapping and bugging took place from August 1976 to April 1984, when the CWA was organizing the workers at the Nashville plant, which manufacturers telephone equipment. After five representation elections, the CWA succeeded in 1981, but failed to get an initial contract, despite holding 45 bargaining sessions with NTI.

Union leaders said the illegal wiretaps and other listening devices were used to identify union supporters in the plant. The company's union hit list rated employees from one to five, with a five being most supportive of the union. Supervisors were told to drum up charges to fire the fives and what the company called Super Fives, CWA said.

CWA eventually was decertified as the workers' bargaining agent after the company hired 150 Laotian workers who were told they would be deported if they voted for the union, CWA said.

The union said that "Northern Telecom is not taking this case lightly," pointing out that it has retained James Neal, a criminal defense attorney who once served as a special prosecutor in the Watergate investigation. Neal also defended Ford Motor Co. in the case involving exploding gas tanks on its Ford Pintos and represented Louisiana Governor Edwin Edwards in his first racketeering trial.



Jeanne Friebert

AFL-CIO President Lane Kirkland pledges labor solidarity with striking Amalgamated Transit Union workers at the Greyhound bus terminal in Louisville, Ky. Joining Kirkland are, from left: Robert Curtis, president of the Kentucky AFL-CIO; Richard Trumka, president of the Mine Workers; William Bywater, president of the Electronic Workers, and Ronald Cyrus, executive secretary-treasurer of the state AFL-CIO.

Doctors-in-training join SEIU

The AFL-CIO gained a unit of resident physicians and interns when a quarter of California's 8,000 doctors-in-training joined the California Interns and Residents Association (CAIR), which became Local 8000 of the Service Employees.

The Service Employees plan to form collective bargaining units by next year at each of the medical institutions where CAIR members work.

SEIU pointed out that the powerful University of California hospital system employs 4,000 to 4,500 of the remaining 6,000 unorganized residents and interns. UC, which operates five training hospitals in the state, has consistently fought union efforts to organize residents.

Alan Brill, CAIR executive director, said it made sense to affiliate with the Service Employees because of its large number of health care workers and since it is the largest AFL-CIO union in California.

Besides organizing the UC system residents, CAIR intends to seek legislation limiting the number of hours residents are required to work, Brill said.

He charged that the California Hospital Association had spent "big money" in each of the last three years to defeat a bill similar to one enacted in New York that limits the number of hours worked to 80 a week.

As part of the Service Employees, CAIR also intends to address other issues, such as quality of work life, stress, patient care issues, and reform of the nation's health care system, Brill said.

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AFL-CIO NEWS

INSIDE

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Federal budget negotiations continue on Capitol Hill as labor fights for cuts and taxes that ease the burden on the poor and elderly.

2 **Delay-bound NLRB vows quicker action**
The National Labor Relations Board promises to speed up its act, cast off its cloak of aging unfair labor practice cases, and hold delays to a two-year maximum.

4 **Union-busting bosses balk at telling why**
Five of six major employers who cast off union workers by hiring permanent replacements refused to testify at a House hearing on anti-strikebreaker legislation.

5 **Health care hearings held in three cities**
The AFL-CIO Health Care Campaign landed in San Francisco, Chicago and Louisville, Ky., where the federation continued hearings it hopes will lead to a legislative remedy.

9 **Transportation Trades urge policy overhaul**
The AFL-CIO Transportation Trades Department, at its inaugural convention, called for an overhaul of the nation's transportation policy to spur industry growth.

10 **Jobless rate rises to 5.7% in September**
Unemployment climbed to 5.7 percent in September, the third consecutive monthly increase, with 7.1 million people out of work, the Bureau of Labor Statistics said.

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AFL-CIO NEWS

VOLUME 35, NUMBER 22 OCTOBER 29, 1990

Congress strikes a fairer budget deal

By Mike Hall

Congress was poised to end a month-long budget crisis by passing a $500 billion deficit-reduction plan that increases taxes on America's wealthiest, decreases the tax burden on middle-class working Americans and reduces proposed cuts in Medicare.

The budget package was expected to be approved by both houses by Oct. 27 and then signed by President Bush. The latest deal closely resembles a budget outline developed by House Democrats on the Ways and Means Committee and approved by the House.

''This agreement is a distinct improvement over the unfair budget summit agreement that we opposed,'' said AFL-CIO Legislative Director Robert M. McGlotten. ''This new package provides a fairer tax burden and adjusts some of the inequities in the earlier agreement.''

The AFL-CIO worked closely with House Democrats to develop a progressive and fair tax package that shifted the tax burden from lower- and middle-income working Americans to the wealthy, who enjoyed a decade of tax breaks from the supply-side economic schemes of two Republican presidents.

Following Senate passage of its version of the bill, AFL-CIO President Lane Kirkland sent a letter to conference members, telling them they had ''a unique opportunity to correct some of the tax excesses of the 1980s and place the federal budget in a position to be both responsible and humane.''

What emerged from the House-Senate conference was much more progressive than the budget summit agreement, strongly opposed by the AFL-CIO and defeated in early October, and from the Senate-passed package, also opposed by the AFL-CIO.

While ''not perfect,'' said McGlotten, ''the package meets the twin criteria of tax fairness and

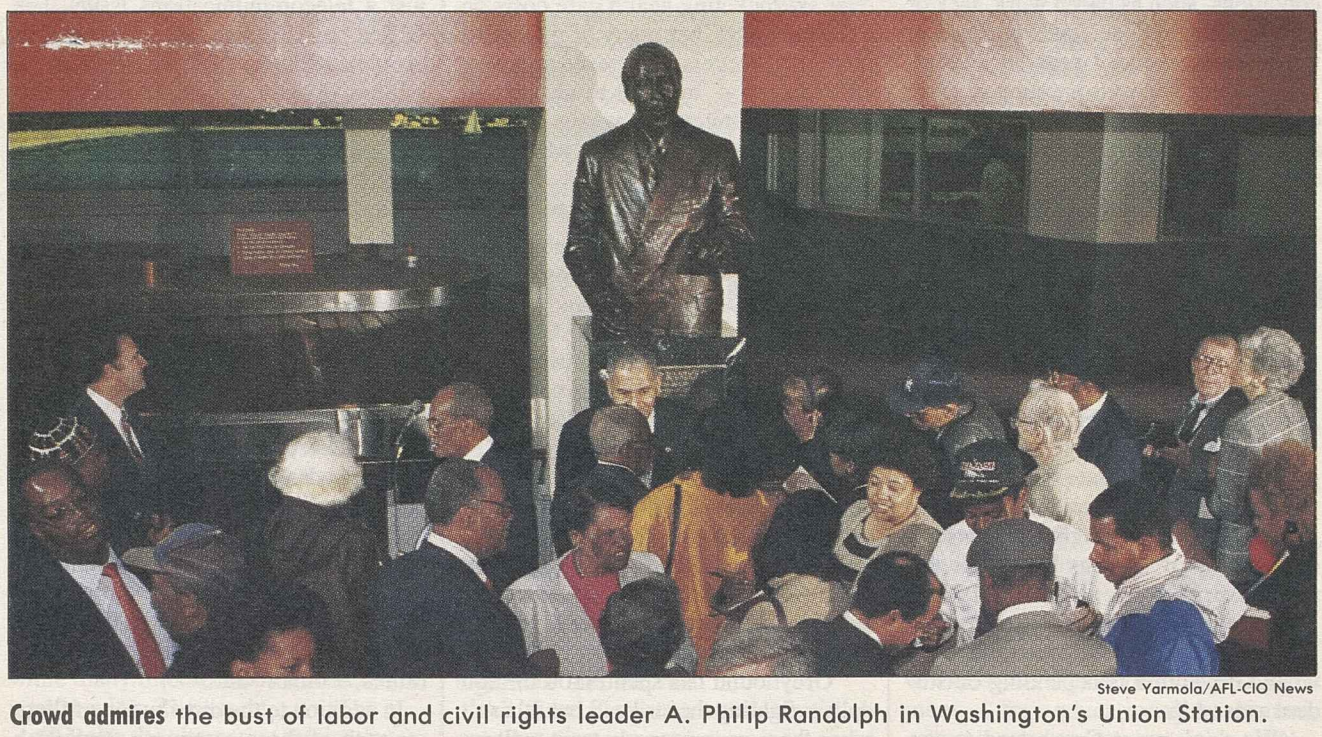
Continued on Page 3

Child care funds approved

After almost two years of debate, a federally funded child care program will be established, under authorization of the budget reconciliation bill.

A complete outline of the package was not available late last week, but sources close to the budget process said the new package will provide several billion dollars in tax credits to low- and moderate-income families with children and $2.5 billion in grants to states to subsidize child care centers.

The bill was among the first introduced during the opening session of the 101st Congress in 1989 and has been a major legislative goal of the AFL-CIO. It is the first major child care legislation since 1971.



Steve Yarmola/AFL-CIO News

Crowd admires the bust of labor and civil rights leader A. Philip Randolph in Washington's Union Station.

Randolph takes his place in Union Station

By Duane Covert

A bust of A. Philip Randolph, whose work with black railroad workers launched a career that helped cement the modern labor and civil rights movements, was unveiled Oct. 19 in the concourse of the main gate in Washington's Union Station.

''It is entirely fitting that this sculpture will permanently stand in a place where A. Philip Randolph's vision of empowerment found its earliest manifestation,'' AFL-CIO President Lane Kirkland told the crowd of some 200 who gathered to honor Randolph.

Amid the hustle and bustle of the busy train station, Kirkland led a group of six speakers who celebrated Randolph and what he meant to the trade union movement, the civil rights struggle, the rail industry and the nation.

''It was here in this railroad station — and in stations across America — that Phil Randolph first set the task of securing those initial modest gains for the members of the union he founded, the Brotherhood of Sleeping Car Porters,'' Kirkland said.

Before its merger with the Transportation Communications Union, the Brotherhood of Sleeping Car Porters, founded by Randolph in 1925, was the first black AFL union.

''Randolph was a pioneering force in the struggle for racial equality and economic justice,'' said TCU President Richard Kilroy. ''An outstanding trade union leader and a pioneer of the civil rights movement, Randolph brought these two movements together. And each is essential to the health and vitality of America.''

During his years with the federation, Randolph served as vice president of the AFL-CIO. As a member of the Executive Council, he worked to end discrimination within the trade union movement.

''He had a rare ability to control his emotions,'' said Frederick O'Neal, former AFL-CIO vice president and chairman of the A. Philip Randolph Memorial Committee. ''My greatest opportunity was to be able to spend my time at the AFL-CIO with Randolph.''

Randolph founded the A. Philip Randolph Institute in the 1960s to encourage the activism of black trade unionists, and to demonstrate to black workers the power of the union card.

''All of what Randolph accomplished flowed from his unswerving commitment to democracy,'' said Institute President Norman Hill. ''Randolph clearly serves as a guide for our time.''

Continued on Page 12

Bush veto sets back civil rights

By Mike Hall

President Bush denied to millions of minority and women workers a fair chance to combat discrimination in the workplace, vetoing the Civil Rights Act of 1990.

Bush joined Ronald Reagan as the only modern-day presidents to veto major civil rights legislation, but Bush's veto was the first to be sustained. The 66-34 Senate vote Oct. 24 was just one vote short of the two-thirds majority needed to override the veto. All 55 Democrats were joined by 11 Republicans in voting to override.

The bill would have restored job discrimination protections, most of which had been on the books for almost 25 years, that were weakened in a series of 1989 Supreme Court decisions. Those rulings came from a court packed with Reagan appointees and most were by one-vote margins.

AFL-CIO President Lane Kirkland said the bill's purpose was to ''fight discrimination and to restore the civil rights of all Americans consistent with the intent of Congress.''

The legislation would have beefed up several provisions of the 1964 Civil Rights Act that the Supreme Court weakened with its decisions. It also would have restored protections contained in an 1866 law that the court said did not apply to on-the-job-racial harassment.

''Specifically, this bill puts the burden of proof where it belongs, on an employer who discriminates — and not

Continued on Page 12

UAL unions united in new search for equity

By James B. Parks

Pledging their "mutual solidarity and support," leaders of three unions representing employees of United Airlines agreed to form a coalition to assist one another as each union prepares to resume contract negotiations with the carrier.

The contract talks, which are expected to begin sometime in November, follow a failed bid by the unions to buy United's parent company, UAL Corp.

In a meeting in Chicago, representatives of the Machinists, Air Line Pilots and Flight Attendants arranged a "rapid and comprehensive exchange of information" on contract negotiations and agreed to publish a newsletter to keep members informed about the bargaining issues.

The coalition was necessary, the unions said, because of UAL Chairman Stephen Wolf's "record of aggressive-concessionary bargaining tactics."

The ALPA and AFA have had open contracts with United for more than two years, and negotiations with both unions currently are under the National Mediation Board. Negotiations on the IAM contract began last November.

All three unions had agreed to a moratorium on negotiations while pursuing the buyout and are working under interim contracts that have kept United's labor costs lower than that of other airlines.

But when UAL rejected their latest bid, the unions announced plans to return to the bargaining table while pursuing the buyout. "It's still our opinion that the best long-range plan is to own the airline," said ALPA spokesman Jim Hansen. "We have not given up on buying the company . . . but we are pursuing our contract now."

Meanwhile, UAL took steps to ward off future buyout attempts or stockholder rebellions by reaching an agreement with Coniston Partners, its largest stockholder. Coniston, which owns 11.8 percent of UAL, agreed not to increase its share beyond 15 percent or sell its stake in a big block for the next two and a half years.

In return, Coniston, which had supported the unions' buyout bid, received two seats on the UAL board and the company agreed to buy back as much as 9 percent of the outstanding shares on the open market.

Coniston had forced the UAL board to endorse the unions' initial buyout offer in April of $201-a-share.

United also announced plans to order up to $22 billion worth of long-range, wide-body aircraft from Boeing Co. UAL had delayed the order to give the unions time to prepare a buyout bid.

VDT monitoring increases health woes, study finds

By Arlee C. Green

Video display terminal workers whose performance is monitored electronically suffer significantly higher rates of physical and psychological health problems, a new study reports.

In releasing the study by a university industrial engineering expert, Communications Workers President Morton Bahr cited a litany of problems monitored workers experience — from boredom to tension, depression, fatigue and anger. Monitored workers also reported more instances of pains in the wrists, arms, shoulders, neck and back, and more headaches.

These findings "send a clear message to employers . . . stop using secret monitoring like an electronic whip to oversupervise and infantile adult workers," Bahr said.

Noting that the telecommunications companies declined to participate in the study, Bahr said the study "will intensify our efforts to work with them to make VDTs less hazardous."

Bahr predicted that "if these problems aren't addressed, VDT use could cause the 'black lung' crisis of the 21st century."

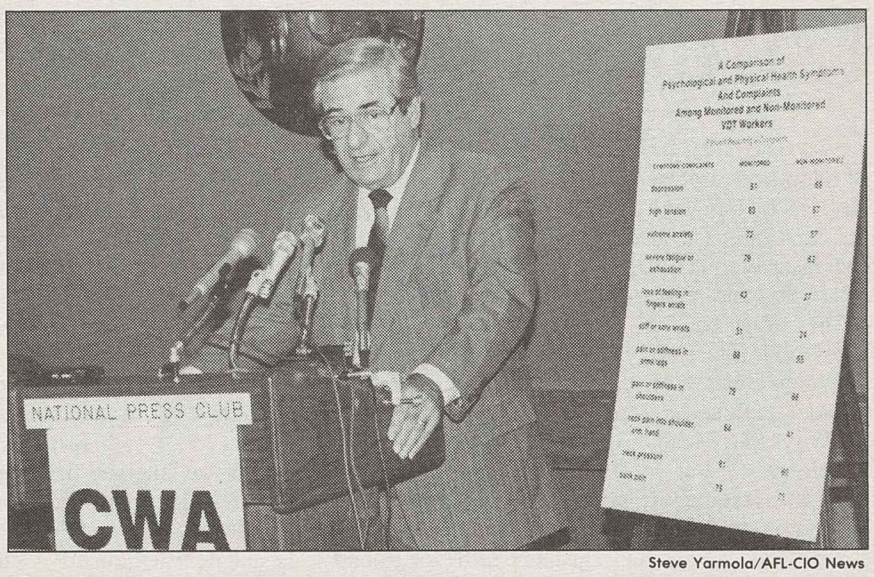
The study, conducted by Michael Smith, chairman of the Department of Industrial Engineering at the University of Wisconsin-Madison, is based on the responses of 762 telephone industry workers.

Smith's study found that monitored workers reported more than twice the instances of sore wrists, 59 percent more loss of feeling in the fingers or wrists, and 56 percent more neck pain in the shoulder, arm or hand.

Electronic monitoring may increase stress by creating "adverse working conditions, such as paced work, lack of involvement, reduced task variety and task clarity, reduced peer social support, reduce supervisory support, fear of job loss, routinized work activities and lack of control over tasks," the study said.

Bahr pointed out the irony that CWA fights employers at the bargaining table over skyrocketing health care costs on a regular basis, but many of the health problems workers experience are caused by the job — by stress resulting from electronic monitoring, oversupervision, poor job design and poor workplace design.

The CWA leader emphasized that the VDT-related health concerns are not just a telecommunications issue. The Office of Technology Assessment estimated that in 1988 there were 10 million workers subjected to concealed telephone and computer monitoring, and that between 1985 and 1988, the number of surveillance systems sold to businesses tripled to more than 70,000.



Steve Yarmola/AFL-CIO News

Electronic task monitoring can be hazardous to workers' health, CWA President Morton Bahr tells a Washington news conference.

Frontlash educating students to resist Greyhound pitch

By Duane Covert

Frontlash is organizing college students to help counteract Greyhound's new $5-million television ad campaign aimed at rebuilding ridership.

Some 9,300 workers represented by the Amalgamated Transit Union have been on strike against Greyhound since March, when the company abruptly ended contract talks and replaced the skilled driver workforce.

"Our main objective is to diminish ridership," said Cheryl Graeve, assistant director of Frontlash.

Greyhound's nationwide campaign is aimed especially at college students, who make up more than 45 percent of the carrier's ridership, said Dessadra Lomax, director of minority affairs.

"Right now, we want to focus on the people who will be traveling during the fall break," Lomax said.

Frontlash is encouraging students not only to stay off the bus but to join the striking drivers on picket lines Nov. 12-16, after the elections and before Thanksgiving and Christmas, the time when Greyhound is depending on student ridership.

"We don't want Greyhound to use students as their pawns," Graeve said. "When they feel that their targeted ridership is going to be diminished, they will begin to respond to consumer pressure and get back to the bargaining table."

Frontlash, in urging students to participate, is warning about safety problems in buses driven by inexperienced strikebreakers. Also, "it is important for students to understand and help out in the cause for social justice," Graeve said.

"Greyhound has spent $100 million dollars fighting the strike," but it hasn't taken the time to properly train replacement workers, said Lomax.

Frontlash is encouraging students to use alternative modes of transportation for the holidays, such as rider boards, trains, planes and vans.

Frontlash has been involved in the Greyhound strike since it began. "In Ohio, they've made it a regular practice — every Friday, the students join the striking workers on picket lines," said Lomax.

Thirty-one schools in 10 states are expected to participate in the Nov. 12-16 rallies, Lomax said.

In addition to the distribution of fliers on each of these campuses, Frontlash chapters will run ads in each college's newspaper.

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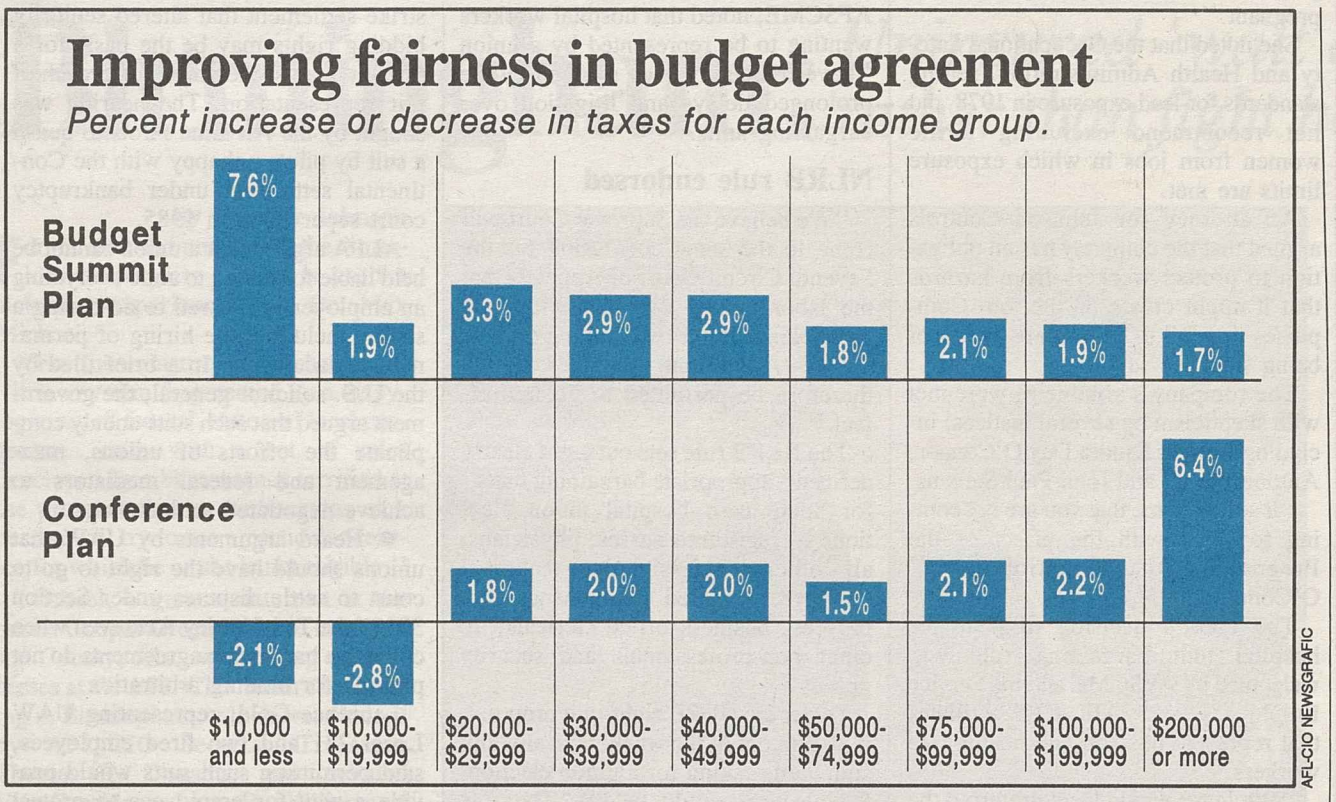


Budget plan seeks more from rich

Continued from Page 1

humane allocation of government'' spending reductions.

Kirkland said the AFL-CIO strongly supported the efforts to burst the ''tax bubble,'' expand the alternative minimum tax and establish a luxury tax. He also called for reduction in proposed Medicare premium increases.

''In short, we support the restoration of a progressive tax system based on the ability to pay,'' he said.

The new deal will spread the tax bite across the board, with an average tax increase of about 2 percent for most Americans, but a 6.4-percent increase for those making more than $200,000, and an average tax reduction of about 2.5 percent for citizens earning less than $20,000.

''The increased tax burden on the wealthy is the strongest feature of this legislation,'' McGotten said.

On taxes, the package would:

- Reduce the ''tax bubble'' by establishing a 31 percent tax rate for individuals making more than $170,000, who previously were paying 28 percent while many middle-income Americans were paying 33 percent.
- Raise the alternative minimum tax from 21 percent to 24 percent. That tax is applied to rich taxpayers whose deductions are larger than their tax obligation.
- Phase out personal exemptions for single people making more than $100,000 per year and couples earning more than $150,000, and eliminate the exemptions for individuals earning more than $225,000 and couples earning more than $275,000.
- Limit deductions for those making more than $100,000 by disallowing $300 in deductions for each $10,000 in income above $100,000.

The combination of these tax increases in effect means that wealthy Americans will be paying close to 34 percent in taxes.

- Extend the Medicare payroll tax on wages to $125,000, from the current $51,000 ceiling.
- Raise gasoline taxes by 5 cents a gallon, as opposed the Senate's 9-cent and budget summit's 12-cent increases.
- Increase earned income tax credits for the poor to help offset the increase in gasoline and other surtaxes including cigarettes and alcohol.

All three plans contained Medicare cuts, but the compromise proposal eases the costs to the elderly, as the AFL-CIO had urged.

It is expected the Medicare spending reductions would be about $43 billion over the five years, as opposed to the Senate's $49 billion and the summit's $60 billion. That will mean smaller increases in Medicare deductibles and premiums than the other two packages. It also would eliminate co-payment charges for chemical lab work contained in the Senate package.

Agreement would limit the deductible to $100. It also eliminates a 20-percent co-payment for clinical lab tests, as called for in the Senate plan.

The agreement also contains a 10 percent luxury tax on fancy cars, boats, airplanes, furs and jewelry.

The new plan eliminates the original budget summit agreement's requirement that unemployed workers be forced to wait two weeks before collecting their unemployment benefits. And it provides a stronger pension termination reversion and retiree/health package to protect workers and retirees.

Three important tax credits benefiting workers were extended in the agreement — for educational assistance, group legal services and solar power.

Trade policy seen helping rights' abusers

By John R. Oravec

Countries that fail to protect worker rights continue to receive trade benefits under the Generalized System of Preferences (GSP) despite repeated calls for the Bush administration to cut off the privileges, the AFL-CIO testified at U.S. Trade Policy Staff Committee hearings.

Federation economist Mark A. Anderson told a GSP subcommittee that the U.S. Trade Representative (USTR) should take a more active role in worker rights violations in the review process.

Anderson suggested that GSP sanctions ''can be a powerful instrument to encourage the adoption of internationally recognized rights and standards'' that could spur economic and social growth in developing countries.

''We remain deeply disappointed that this lever has been so rarely utilized by the USTR,'' Anderson said.

The USTR has agreed to review labor-initiated petitions against Bangladesh, El Salvador and Sudan over charges of worker rights violations. Cases on rights abuses involving Haiti, the Dominican Republic, Benin, Nepal and Syria have been extended from the 1989 GSP review.

Anderson noted that in the last five review rounds, the lifting of benefits occurred only seven times while the AFL-CIO has initiated 48 petitions that identify 22 countries for worker rights violations. Ten more petitions were filed earlier this year.

Beyond the minimal response to AFL-CIO petitions, Anderson questioned the failure of the USTR office to initiate its own cases against GSP beneficiaries when ample evidence on worker rights abuses is documented.

Under U.S. law, the president must terminate or suspend GSP eligibility of a beneficiary country if its government takes no action to enforce internationally recognized workers rights standards.

Testifying in support of the federation's petition for sanctions against El Salvador was Amanda Villatoro, an official of the nation's largest trade union.

Villatoro, general coordinator of the Salvadoran National Union of Workers and Campesinos (UNOC), told the panel that union organizers have had to face ''the fear of disappearance, assassination, or threats to our families — whether such abuses are committed by right-wing death squads, government forces or the guerrillas.''

Capitol Digest

Workers who lose their jobs because of new clean air regulations would be eligible for extended unemployment benefits while they are in training for new jobs, under a provision of a new clean air bill agreed to by House and senate conferees. President Bush was expected to sign the bill.

The extended unemployment benefits provision, a modified version of a House amendment authored by Rep. Robert Wise (D-W. Va.), would help an estimated 15,000 coal miners and other workers who would be affected by the bill's tough acid rain rules.

The bill targets 108 power plants that use high sulfur coal, mainly from Appalachian and midwestern mines. Those plants must reduce their sulfur dioxide emissions by half by the turn of the century. While some will install scrubbers, others will switch to lower sulfur coal, which will displace miners in those regions.

The UAW and AFL-CIO also won inclusion of the House provisions concerning automobile emissions, which the UAW said is ''balanced between environmental and economic concerns.''

Elsewhere on Capitol Hill:

FEDERAL EMPLOYEES — An agreement between Congress and the Bush administration will help close the ''pay gap'' and establish locality pay for federal workers in cities with a high cost of living. Currently federal pay rates run about 30 percent behind equivalent private sector wages, and federal employees are paid the same in Beckley, W.Va. as they are in New York City.

Under a formula, the pay gap would be closed in annual increments over a 13-year period, with the locality pay beginning in 1994. AFGE President John Sturdivant called the agreement ''a major breakthrough . . . to reform the current crumbling civil service pay structure.''

HOUSING — Congress was expected to pass AFL-CIO-backed housing reauthorization after House and Senate conferees ironed out differences between two bills. The legislation includes authority for housing and community development programs, a new HOME housing production program with funds for nonprofit projects, new public housing construction funds, a new program for first-time homebuyers and funds for the homeless.

TRADE — The House voted to end privileged trade status for the Peoples Republic of China for the remainder of fiscal 1990. The resolution, backed by the AFL-CIO, is expected to be vetoed by the administration if it passes the Senate. Most Favored Nation (MFN) trade status should not be granted to ''a country which systematically exploits and prosecutes its workers,'' said AFL-CIO Legislative Director Robert M. McGlotten in a letter urging the resolution's passage. The House passed another bill detailing human rights conditions that China must meet for continuation of MFN status.

Crucial labor cases on Supreme Court's docket

By Michael Byrne

The Supreme Court opened its 1990-91 session with a new justice and a docket that includes several important labor cases.

Justice David H. Souter, a self-described moderate conservative who won Senate confirmation by a 90-9 vote, succeeds Justice William J. Brennan Jr., the court's leading liberal who retired after 34 years.

Among the first orders of business for Souter and the new court was to hear oral arguments in a case brought by the UAW against the "fetal protection" policy of Milwaukee-based Johnson Controls Inc., which excludes women of child-bearing age from jobs involving exposure to lead.

The court also agreed to review the National Labor Relations Board rule setting eight "appropriate bargaining units" for hospitals. The rule, if upheld, would for the first time give health care workers the "fullest freedom" in exercising their right to organize — a right Congress intended to provide in the 1974 Health Care Amendments to the federal labor act.

Protecting women's rights

In the fetal protection case, Marsha Berzon of the AFL-CIO, who argued the case on behalf of the UAW and eight Johnson Controls workers, said the battery-manufacturer's policy would "sanction the resegregation of the workforce."

Berzon said a central purpose of Title VII of the 1964 Civil Rights Act and the Pregnancy Discrimination Act of 1978 was to "prevent practices that relegate women to second-class status in employment because they might become pregnant."

She noted that the Occupational Safety and Health Administration, setting standards for lead exposure in 1978, did not recommend excluding fertile women from jobs in which exposure limits are met.

An attorney for Johnson Controls argued that the company has an obligation to protect workers from hazards that it might create on the job. Companies that fail to protect are at risk of being sued, he said.

The company's arguments were met with skepticism by several justices, including Justices Sandra Day O'Connor, Antonin Scalia and John Paul Stevens.

"It seems to me that you are not coming to grips with the effect of the Pregnancy Discrimination Act," O'Connor said.

The court's decision to hear the hospital unit bargaining rule was welcomed by AFSCME and the Service Employees, two AFL-CIO affiliates that represent hospital and health care workers.

"While we would have preferred the rule be immediately implemented, we welcome the review by the Supreme Court because it will put the issue to rest once and for all," said SEIU President John J. Sweeney.

The NLRB rule governing bargaining units for union elections may give hospital workers who want to join unions a "fair chance for the first time in 55 years," Sweeney said.

Gerald W. McEntee, president of AFSCME, noted that hospital workers wanting to be represented by a union "have frequently been stymied by the prolonged delays and litigation over bargaining units.

NLRB rule endorsed

"We believe the Supreme Court will come to the same conclusion (as the Seventh Circuit Court of Appeals) that the labor board was well within its rulemaking authority in issuing the rule in 1989, and that the rules should therefore be permitted to go into effect."

The NLRB rule sets out eight clearly defined "appropriate bargaining units" for acute care hospital union elections — registered nurses, physicians, all other professionals, technical employees, skilled maintenance employees, business office clericals, all other non-professionals and security guards.

Under the NLRB eight-unit proposal, if 30 percent of the workers in any unit sign cards asking for a union election, the election would be set. The rule would replace a case-by-case system that has allowed hospitals to delay elections with lengthy appeals and, in many cases, thwart the union effort altogether.

The rule, upheld by the appeals court in Chicago earlier this year, is being challenged by the American Hospital Association.

In other labor cases, the court:

- Agreed to examine whether a strike settlement that altered seniority bidding rights may be the basis for a lawsuit against the union for breach of fair representation. The hearing was sought by the Air Line Pilots to quash a suit by pilots unhappy with the Continental settlement under bankruptcy court supervision in 1985.

ALPA argued that a union cannot be held liable for failing to undo everything an employer is allowed to do during a strike, including the hiring of permanent replacements. In a brief filed by the U.S. solicitor general, the government argued that such suits unduly complicate the efforts of unions, management and federal mediators to achieve negotiated settlements.

- Heard arguments by UAW that unions should have the right to go to court to settle disputes under Section 301 of the Taft-Hartley Act, even when collective bargaining agreements do not provide for binding arbitration.

Laurence Gold, representing UAW Local 771 and two fired employees, said permitting such suits would provide a way for employees to protect their rights in a manner that furthers the interest of industrial peace during the terms of an agreement. Indeed, the union presumed that it was not giving away the right to go to court in negotiating the contract, Gold argued.

Congress investigates attacks on Delta Pride catfish strikers

Members of the Congressional Black Caucus expressed "outrage" at the mistreatment of workers at a Mississippi catfish processing plant, and will travel to Indianola, Miss., to help workers fight for decent wages and dignity on the job at the nation's largest catfish plant.

The catfish-processing workers, members of Food and Commercial Workers Local 1529, mostly young black women, went on strike Sept. 12, after negotiations failed for a second contract with Delta Pride Catfish Inc., a cooperative of 180 catfish farmers. Since then, there have been 18 arrests of striking workers and several drive-by shootings aimed at pickets.

"This is not a group of wealthy, powerful white men who have come before you today, this is a group of poor black women struggling to make ends meet," said Willie L. Baker Jr., director of public affairs of the UFCW. Delta Pride workers, which include many single mothers, earned an average of less than $4 an hour.

Delta Pride is a cruel reminder of civil rights struggles of the 1960s, union and black leaders said at the recent Congressional Black Caucus hearing, chaired by Rep. William L. Clay (D-Mo.).

The night before the strike, some workers received threatening phone calls from local bankers and finance companies who demanded to know how they planned to make payments on their notes, union officials said. The union has filed suits against these companies for unfair labor practices.

The National Labor Relations Board on Oct. 15 issued a complaint against Delta Pride, alleging unlawful conduct by a company supervisor against striking workers. The supervisor, Tommy Townsend, allegedly threatened strikers with a pistol. A hearing has been scheduled for Nov. 26.

Union officials say that Delta Pride, which had $144 million in sales last year, has hired as many as 600 replacement workers.

Congressional Black Caucus members listened to the plight of four fish-processing workers who testified at the hearing, including a single mother, Mary Green, who was beaten by a police officer while she stood in the picket line with her young son.

UFCW Vice President Phillip L. Immesote said Indianola Mayor Tommy McWilliams controls the police department, and until recently served as general counsel to Delta Pride.

In earlier negotiations to replace a contract that expired Sept. 5, Delta Pride officials offered workers raises which amounted to little more than 6 cents an hour over the next three to five years. Workers rejected management's proposal on a 410-5 vote. The union sought $7.50 an hour for workers with more than 18 months experience.

Before the union was organized in 1986, workers' starting pay was $3.35, then the federal minimum wage. Workers received no benefits, no vacation time or sick days, and job security was not guaranteed, the workers testified.

Taking time to use the restroom was not allowed, and many workers were reprimanded or fired for doing so.

By a secret ballot vote, Delta Pride workers voted to unionize. Through the UFCW, they gained slight wage increases, a one-week vacation, wage schedules with progressions, a pension plan, and an additional paid holiday on Martin Luther King Day.

Workers also gained five bathroom breaks a week, and doors were installed on the bathroom stalls for privacy.

—Press Associates

Bill Burke/Page One Photography

Noon hour rally in Washington bolsters efforts of Service Employees Local 525 to gain union representation for several hundred janitors who work in some 20 office buildings along the Connecticut Ave. corridor. The rally was a part of the SEIU's nationwide Justice for Janitors campaign.

New election is set at USAir after management tampering

The Teamsters airline division is returning to the scene of a crime, seeking to represent 8,000 USAir fleet employees in 130 cities after a previous election was thrown out by the National Mediation Board because of unfair tactics used by the employer.

Ballots for the new union election will be mailed out Oct. 31, with the vote count scheduled for Dec. 12.

In ordering the new election, the NMB agreed with the Teamsters complaint that USAir spent more than $40 million to beat the union, forcing the workers to attend captive-audience meetings and even sending videotapes to workers in their homes.

The mediation board found "that the carrier, through the totality of its conduct, has tainted the laboratory conditions necessary for a fair election," ordering a new election as "remedial action that must be taken."

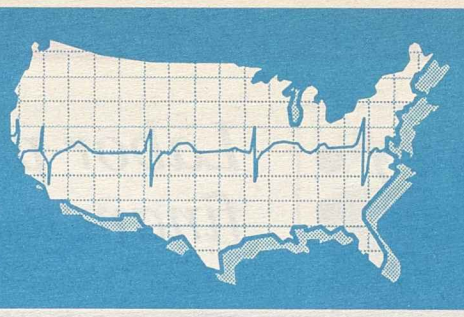
The IBT is the only union on the ballot but must gain the majority of all eligible voters under the NMB rules, which the union has challenged. The IBT fell short of the "50 percent-plus-one" requirement in the election held last winter.

"We have asked for congressional oversight hearings on the 50 percent-plus-one rule," said IBT Airline Division Director William F. Genoese. "Nowhere else in the United States are elections held this way. The country would never elect a president or members of Congress" if no-shows counted against them.

The Teamsters did not get a mailing list of the workers in the first campaign, but the NMB ordered the company to give the union a complete mailing list in advance of the second election.

IBT won certification to represent fleet service workers in 101 USAir cities in 1988, following the merger of USAir with Pacific Southwest Airlines. Last winter's election was ordered after USAir completed another merger, this time with Piedmont Airlines, whose fleet service group was not represented.

AFL-CIO Health Care Campaign



Birmingham: *Uninsured 'wait out the illness rather than fight heartless system'*

By Candice Johnson

For the sick and uninsured, the American health care system is itself a sickening experience, says Dr. Max Michael.

"For the uninsured," Michael said, "it is a system fragmented by a dizzying array of federal, state and local programs...each with a set of rules developed by a bureaucracy terrified at the prospect that an undeserving sick person will try to use a particular service for which he or she is not eligible."

Michael, a general internist at the public Cooper Green Hospital in Jefferson County, Ala., was among the witnesses at the AFL-CIO health care hearing in Birmingham, which was chaired by AFL-CIO Secretary-Treasurer Thomas R. Donahue and included Vice Presidents Lynn R. Williams of the Steelworkers and Lenore Miller of the Retail, Wholesale and Department Store Union.

"In Alabama, as many as 1.2 million residents are without health insurance," Michael testified, noting that access to medical care is tightly controlled and limited.

Often, "the person who is sick and medically uninsured will wait out the illness rather than fight a hostile, unfriendly and heartless system," he said. "In all too many instances the treatments necessary to restore health and well-being are delayed because a person is medically uninsured."

About two-thirds of the uninsured in Alabama have full- or part-time jobs, Michael said, yet there exists a widespread assumption "that health insurance is affordable for many who do not receive employment-related" benefits.

He cited calculations by the Alabama Health Campaign indicating that a family of four living in an urban area and earning wages of one and one-half times the federal poverty level — about $18,000 a year — would have a negative monthly income if they purchased even an inexpensive insurance policy.

A rural family must earn more than twice the federal poverty level to afford insurance, the group found.

Yet the provider-dominated health care system that exists in Alabama remains at the bottom of every conceivable list of health care accomplishments, from infant mortality and Medicaid reimbursements to mortality rates among minorities, Michael declared.

The Medicaid program "is the stingiest in the nation" and Alabama ranks third highest in infant mortality and first-year deaths, he said.

Michael expressed support for national health care reform modeled on the Canadian system, with modifications proposed by Physicians for a National Health Program to retain some of the specific characteristics of existing U.S. care.

He also agreed that any federal program would need a state management component that could best determine and meet local needs.

Michael expressed concern that a provider dominated plan — using a fee-for-payment system — cannot adequately contain and control costs, though he acknowledged that this position is unpopular.

Paul Hubbert, executive director of the Alabama Education Association and the Democratic gubernatorial candidate, outlined his proposals to aid the oldest and youngest citizens of the state, as well as pregnant women.

Alabama "must have a safety net for its most vulnerable citizens," he said. Our senior citizens are "worried to death about health care," from the high cost of prescription drugs to nursing home expenses to the "threatened increases in Medicare costs that many don't have the funds to pay," he added.

Continued on Page 8

Photos by Larry Gann

In Birmingham, AFL-CIO Vice Presidents Lenore Miller and Lynn Williams join Secretary-Treasurer Thomas R. Donahue.

Dr. Max Michael

Employer, pressed by ever-rising costs, seeks joint strategy with labor on health care

By Candice Johnson

Health care is a key issue that labor and management can work on together because "we're all after the same thing," Gordon Flynn, president of the Hardie-Tynes Manufacturing Co., told the AFL-CIO health care panel.

"People have to be taken care of medically...and we have to make up our minds to have, as a first priority, good medical care," he said. But at the rate health costs are growing, he added, in the next decade this benefit may cost a firm more than wages.

Flynn outlined some of the problems facing the 100-year-old firm, a supplier of shipboard machinery and valves, which employs about 100 workers.

Hardie-Tynes has always provided health insurance coverage with no employee cost-sharing requirements, he said, but "over the years this has gone from a no-problem benefit to a costly, serious one."

The health care bill at Hardie-Tynes amounts to several hundred thousand dollars a year, while competitors who have their employees paying health care expenses pay lower premiums and encounter lower renewal rate increases from their insurers, Flynn said.

"We're all trying to get business out of the same marketplace," Flynn emphasized.

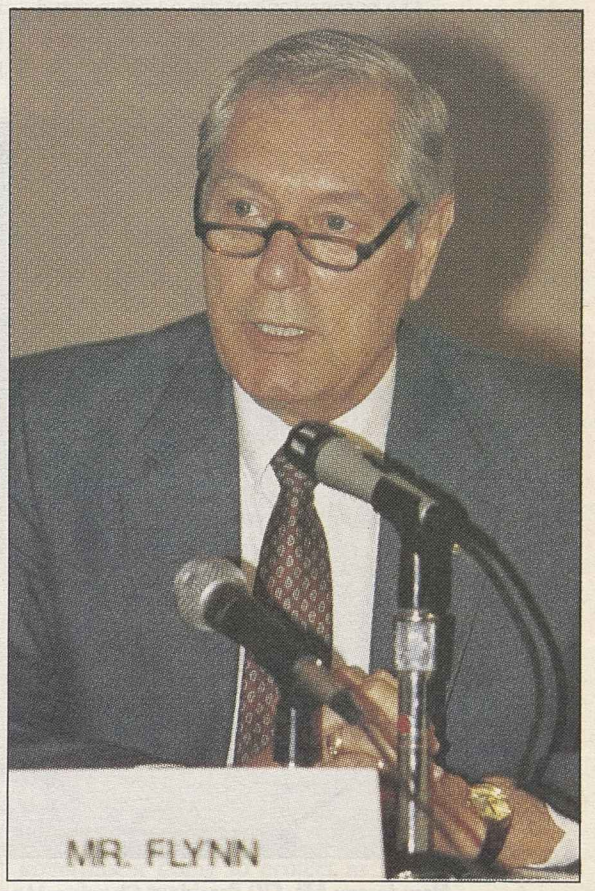
Workers have a stake in the struggle of American companies to compete with companies in other countries, where health care is subsidized, noted Steelworkers President Lynn R. Williams.

"We suffer competitively with every other advanced country in the world, all of whom have national policies or plans and who, without exception, provide health care for everyone in their societies at a much lesser cost than the percentage of GNP involved than we do here in America," Williams said.

At Hardie-Tynes, one worker's heart condition and subsequent surgery resulted in a 40 percent jump in the company's premiums this year, an extra cost of about $90,000, Flynn noted.

But the irony of the situation, Flynn pointed out, is that the only cost to the insurer for the worker's medical treatment for the entire year was just $4,400. While the insurer made a windfall of about $125,000, there was no adjustment offered to the company.

He admitted that, reluctantly, "one certain adverse consequence of this experience" is the screening of employees before hire. "We are a small company that just cannot afford such heavy, unforeseen financial jolts," he said.



Gordon Flynn heads a 100-year-old Alabama firm.

New Jersey: *Labor pitches in to help res financial pinch on state pro*

By James B. Parks

With its system of guaranteeing health care for nearly a million uninsured residents "in collapse," New Jersey has sought help from labor to design a plan that curtails health care costs.

Charles Marciante, president of the New Jersey AFL-CIO who was picked by Gov. James Florio to co-chair a commission on health care cost reform, described the commission's recommendations, which were issued Oct. 1, to the AFL-CIO regional health care hearing held Oct. 17 at Rutgers University in New Brunswick, N.J.

The hearing was chaired by AFL-CIO President Lane Kirkland and included Vice Presidents Jay Mazur of the Ladies' Garment Workers, Lenore Miller of the Retail, Wholesale and Department Store Union, and Frank Hanley of the Operating Engineers.

Labor became involved in the search for a solution to the health care dilemma because of a "human outcry" from union members that the cost of maintaining the state's uncompensated care trust fund was "out of the range of employers that were providing that coverage," Marciante said.

The Labor Studies Center at Rutgers University in New Brunswick, N.J., was the scene for the AFL-CIO's sixth

Costs out of control

The fund spent $253 million in 1983, Marciante said, but costs soared to $600 million when the state allowed all uninsured residents to use the fund and the federal government started reducing its Medicare payments.

The cost has reached at least $800 million a year and could top $1.5 billion by 1992, he said.

"When you're screaming, at $600 million, that the employer can't afford it and you're looking straight in the eye of something that says $1.5 billion... that leads to a system that is in collapse" and threatening the state's economic fabric, he said.

Brenda Bacon, chief of management and planning in Gov. Florio's office and co-chair of the commission, said the state's Medicaid managed care system costs $64 a month for Medicaid services, compared to about $125 on a fee-for-service basis.

The cornerstone of the commission's recommendations is a 1 percent payroll tax on employers to finance the uncompensated care trust fund, replacing a 19 percent hospital tax. It also would penalize employers that do not provide health insurance for their employees.

John Petillo, president of Blue Cross/Blue Shield of New Jersey, said these changes were long overdue and he endorsed other commission recommendations to reform hospital rate-setting procedures, enroll all eligible recipients in the Medicaid system, and permit more managed care programs.

But Petillo warned these changes may be sidelined by what he called "a perceived inability to act."

Petillo praised labor's leadership on the issue. "Organized labor has certainly made its intentions known — its intentions to press forward on the timely implementation of the commission's recommendations," he said. "We applaud their leadership and we need it."

Operating Engineers President Hanley said that labor has been forced to address an issue that strikes at the heart of union affairs.

"One hell of a problem"

"It's getting to be one hell of a problem... we are now negotiating wage increases only to hand them over to the insurance companies and to the doctors, and that is not right," Hanley said, noting that more people have begun to recognize the problem.

"Sometimes only two or three people would come in when this subject was being discussed," he said. "We now have 50-75-100 business managers coming into the room to listen to the problem. This problem is making chiselers out of contractors and out of employers."

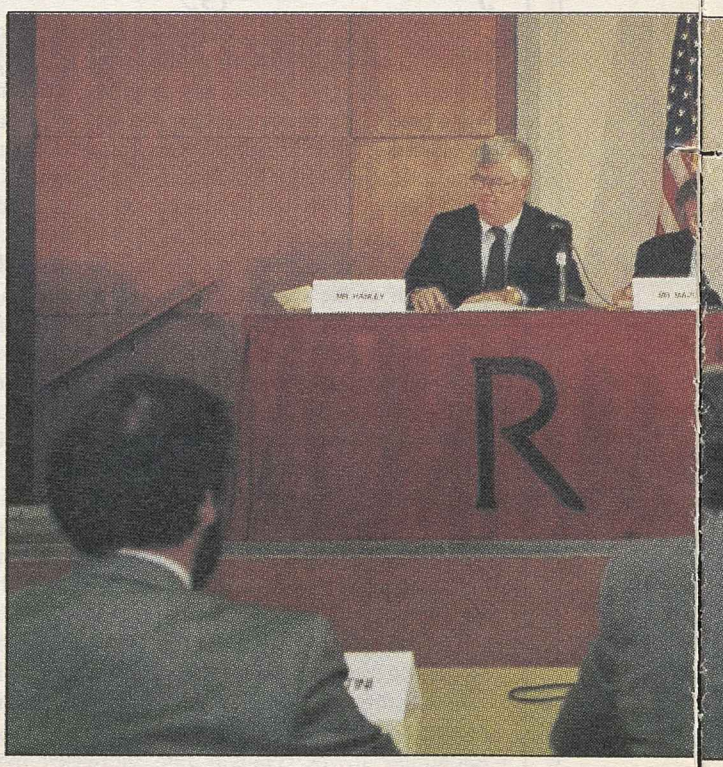
Many of those who participated in the hearing said the health care system does not concentrate enough on prevention of illness and pre-natal care, which could lower costs.

"This is not a problem that can be attacked piecemeal or that you can finance at one end by dropping cost and treatment at another end," Kirkland said. "The lack of neo-natal care leads to far more expensive and burdensome problems in the future.

"That would suggest that any approach, instead of having deterrents to use at an earlier stage, should have encouragements to use... The consequences of avoiding those costs either in a program or in personal decision contributes to the rise in costs at the other end."

Lucille Joel, president of the American Nurses Association, agreed. The ANA has proposed a health care

New Jersey AFL-CIO President Charles Marciante joined Brenda Bacon, state planning director, as co-chairs of a governor's commission on health care costs.



Hearing testimony from worker witnesses were AFL-CIO Vice President Lenore Miller.

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Photos by Jack Miller/Miller Photography

...l health care hearing.

...m program that sets priorities on ...enting illness among children and ...ant women. It focuses on keeping ...le well, with the school and ...place as the primary care centers.

...better than Bangladesh''

...child born without pre-natal care ... 10 times as much to care for as ...l baby, Joel said. ''Among certain ...c subgroups in the United States, ... health is no better than it is in ...ladesh,'' she said.

...rmer HEW Secretary Arthur ...ming urged Congress to hold hear... on the recommendations of the ...er Commission as a way to get a ...nal health care reform program off ...tarting blocks.

...t the grassroots, people are fed up ... our patchwork health care ...m,'' a system that is causing ''many premature deaths, unnecessary suffering and imposing impossible financial burdens on millions of families,'' he said.

While there is universal approval of the goals of the Pepper Commission, there is some disagreement on methods, Flemming said. Hearings through the congressional process could develop a concensus that would lead to national health care reform by 1991, he said.

Others who testified at the hearing included Sister Margaret Straney, president of the Cathedral Healthcare System in Newark, N.J.; Ann Twomey, president of the Hospital, Professional and Allied Employees of New Jersey; Victor Garcia, president of AFSCME District 1199-J of New Jersey; Assemblyman Anthony J. Cimino, and Al Gussler, director of employee relations for Allied Signal Corp.

...nts Frank Hanley and Jay Mazur, President Lane Kirkland and Vice

'Protect us from this invasion'

Bob O'Connell, with New Jersey AFL-CIO Secretary-Treasurer Edward Pulver looking on, recounts the nightmarish experience his family had in dealing with his son's birth defect.

Health insurance falls short of needs of working Americans

By James B. Parks

Bob O'Connell understands how inadequate health care can devastate a family's life.

O'Connell, of Distillery Workers Local 146, told an AFL-CIO national health care hearing in New Brunswick, N.J., that he and his wife work three jobs between them to pay for his son Ryan's medical care.

Ryan was born with his left leg several inches shorter than the other and he had no ankle joint, which caused his legs to be bowed and his foot to hook out.

When a doctor said Ryan's leg would have to be amputated, they sought a second opinion and eventually took the 10-month-old to New York for surgery to straighten the leg. O'Connell took seven days off without pay and his wife stopped work to be with their son.

For several years, they struggled with the constant casting, braces that cost nearly $1,700 and special shoes that cost $45. O'Connell switched jobs to a company with better health care benefits and got help from local organizations that held fund raisers for Ryan.

Finally accepted amputation

Finally, the O'Connells reluctantly accepted the fact that Ryan's lower leg had to be amputated. At age four, he had the surgery, but was readmitted to the hospital when his stump gangrened. By that time the O'Connell's insurance had exceeded the maximum annual benefit. To cut costs, O'Connell's wife learned to take care of the gangrene herself.

Ryan eventually was fitted for a prosthesis. The process cost $3,500. But on the day he was to receive it, the prosthesist's car was stolen with Ryan's leg in the trunk. It took another five to six weeks before another leg could be made.

Ryan finally got his leg, but because he is a rapidly growing 13-year-old — he is already 5 feet 7 inches tall — he needs a new leg every ten months to a year.

Ryan has had nine major surgeries in 13 years including three last summer. He is without a permanent leg because after the first surgery last summer, doctors discovered the stump hadn't healed. A new permanent leg will cost $6,700.

O'Connell, who works two jobs and whose wife teaches, expects to be laid off in April and he fears he won't be able to afford to continue Ryan's medical care.

Low coverage, high costs

O'Connell testified with Mike Schettini, who receives Medicare since a job-related accident in 1976. But the program does not cover Schettini's wife and three children — ages six, five and 22 months. Through Blue Cross, they pay $550 per quarter for hospital care and another $3,000 per year for surgical care.

With this limited coverage, Schettini said, he is still paying for the birth of his last child. The hospital was willing to absorb the $7,000 cost of the delivery after it certified that Schettini, who can no longer work, did not have enough income to pay.

But the doctors charged more than the insurance would pay and forced Schettini to pay the balance. He pays a total of $50 per month to the pediatrician, anesthesiologist and a doctor who treats diabetes.

These stories, AFL-CIO President Lane Kirkland said, are ''concrete examples of persons who are not on the fringes of society . . . but people who are in the strong working middle-class, the backbone of this country — people who are doing their level best to meet their debts.

''They have insurance, but it falls so far short of meeting the real human and financial problems they encounter to expose them to risks that are devastating.''

Schettini said his problem points up the need for a national health care standardized fee schedule that is based on income.

''This country is very concerned about protecting us from invasion by a foreign power, but everyday we are invaded by the high cost of medical care,'' Schettini said. ''And what is our government doing to protect us from this invasion?''

Detroit: *Insurer recognizes cost, access problems, offers initiatives to reform current system*

By Candice Johnson

Many insurers share trade unionists' concern about rising health care costs and the need to expand access to medical care.

That was the message delivered to the AFL-CIO regional health care hearing in Detroit by Marianne Udow, a vice president of Blue Cross/Blue Shield of Michigan.

Udow described Blue Cross/Blue Shield initiatives to ease the crisis during the hearing, which was chaired by AFL-CIO Secretary-Treasurer Thomas R. Donahue. Panel members were Vice Presidents Owen Bieber of the UAW, Jack Sheinkman of the Clothing and Textile Workers and John Sweeney of the Service Employees.

Other witnesses told about occupational disease victims being doubly cursed by the loss of health benefits and about disasters for high blood pressure victims who dropped their medicine because they couldn't afford it.

Udow said Blue Cross has just implemented a fee schedule payment system for physician services to limit inflation's effect in boosting health care costs.

Fee schedule system

Under questioning, she agreed that the standard method of payment — for usual-customary-reasonable charges — added to inflated costs. She said the Michigan organization believes the fee schedule system is "much less vulnerable to a charging pattern that causes ongoing inflation."

Udow outlined other factors that contribute to skyrocketing costs, including patterns of inefficient or inappropriate utilization — driven by liability and malpractice insurance questions — and constant innovations in technology that can "reduce mortality and morbidity rates, but at a tremendous cost."

Udow also agreed that many workers are unable to find health insurance coverage, either because they change jobs and coverage is not available, or because some insurers exclude persons with existing medical conditions.

Michigan's Blue Cross/Blue Shield operation by law does not exclude anyone from coverage, she noted, but added that other states and carriers permit restricting or denying access to broad classes of persons.

Plight of children

"In Michigan, as many as 300,000 children to age 18 are from working families who don't qualify for Medicaid, but who cannot afford health insurance," Udow said. And Michigan is not unique, she added, pointing out that 25,000 children in Iowa, 110,000 in Ohio and 60,000 in a five-city region in Pennsylvania are in the same sad position.

That huge number of uninsured children sparked a pilot program by the state Blue Cross/Blue Shield — funded through federal and state grants and community contributions — that will provide health care coverage for about 14,000 of the state's uninsured children beginning next year, Udow said.

The program will offer preventive, emergency, primary care and prescription drug coverage, but does not cover hospitalization, she said.

A separate Blue Cross/Blue Shield effort, "Caring Program for Children," is in place in 12 other states.

Udow agreed that while there are several proposals for health care reform, "what we are lacking is a consensus on the solution."

Dr. Michael Harbut, president of the Center for Occupational and Environmental Medicine, pointed out that the millions of American workers who suffer from occupational disease often face the additional tragedy of losing their health insurance coverage. Generally, Harbut said, the employer disputes the work-related charge, and the worker is let go.

"The worker is then left with no health insurance coverage, without a job and with a wait ranging from months to years before his workers' compensation case is even heard" by the proper authority, he said. "This means that workers' compensation will not pay his medical bills, either."

A panel of rank-and-file workers, introduced by Michigan AFL-CIO President Frank Garrison, told of debilitating illnesses suffered by them or family members that were made worse by the lack of adequate health insurance.

Beverly Carr, president of AFSCME Local 2635, told the panel that her grandson received almost no care following a serious head injury because he had no insurance.

UAW

AFL-CIO Secretary-Treasurer Thomas R. Donahue chairs Detroit hearing, with Vice Presidents Jack Sheinkman, John Sweeney and Owen Bieber.

Laverne McCall spoke of being treated in a humiliating and demeaning way by hospital staff who knew she had no medical coverage, while Lillie Ward told of a friend who suffered a severe stroke because, after being laid off, he could not afford the medicine to control his high blood pressure. Her friend remains in a coma.

Attevlie Bridges was another victim of high blood pressure, temporarily losing her sight. But "I don't take all of the medication I am supposed to because I can't afford to buy it," she told the panel.

Other witnesses at the hearing included Jack Shelton, Ford Motor Company; State Representative Ray Murphy; James Kenney, Greater Detroit Area Health Council; David Harrison, New Detroit Inc.; Libby Maynard, State Office of Services to the Aging, and Detroit Councilwoman Barbara Rose Collins.

Birmingham

Continued from Page 5

Hubbert said access to medical care remained a critical factor, especially in rural areas where 11 hospitals have closed their doors since 1987 and many counties lack obstetrical services.

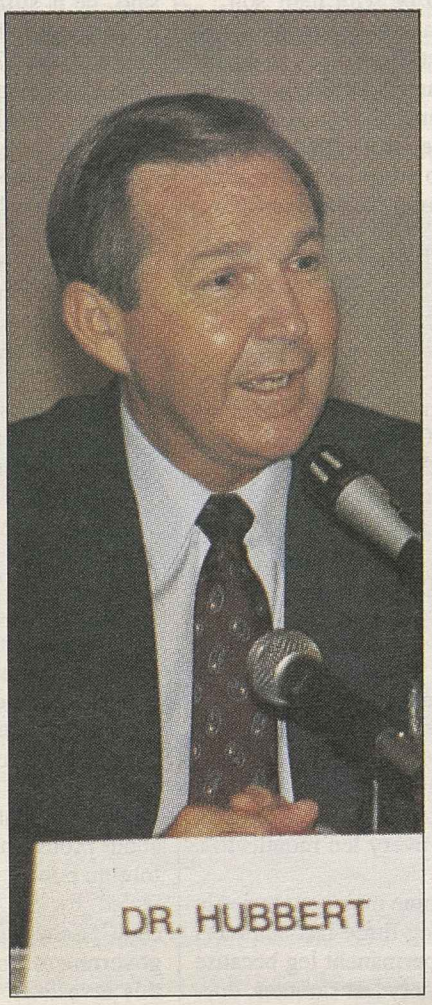
Alabama must "begin a state recruitment program and establish incentives for medical students willing to practice in rural counties...and find ways to restore the health care services to our rural areas," he declared.

Faye Baggiano, commissioner of the Alabama Medicaid Agency, echoed Hubbert's call for better care for the elderly, declaring, "the system has shamefully failed to live up to its promises of affordable, accessible health care for all retirees."

Many Americans believe that their health care needs will be met through the Medicare program when they retire, but "nothing could be further from the truth," she stressed.

Medicare pays for less than 2 percent of longterm, institutional care, while private insurance covers just 1.7 percent, Baggiano pointed out.

"The bulk is paid from personal funds — 45 percent — and Medicaid, but to be eligible for Medicaid coverage, an individual must spend all his life's savings and often sell his home, she said. And all income, except for about $50 a month, must go toward the nursing home payment, she added.



Paul Hubbert

Larry Gann

Faye Baggiano

Baggiano, a Democratic candidate for the U.S. House of Representatives, outlined an Alabama program that permits some seniors to remain at home and receive needed medical and support care. "This program should be expanded as rapidly as possible," she declared.

Barbara Bonfield, director of the county's area agency on aging, noted that both in-home and hospital and nursing home services fail to meet the needs of the elderly.

Patients released from hospitals trying to meet Medicare and Medicaid stay and utilization limits often have nowhere to go to receive the continued care they need to recover, she said.

Home health care programs provided through Medicaid have low reimbursement rates, she said, while "private pay for such care would exhaust a family's resources in a short time."

Other witnesses included Brenda Fulton and Donald Beavers, who testified about their personal experiences with an unworkable health care system; Birmingham Mayor Richard Arrington; Vee Stalker, technical advisor for the Alabama Association of County Health Councils; Hugh Davis, project director, University of Alabama Hospital, and Townsend Walker, acting president, state Health Education and Action League.

Chemical unions target international organizing

Hollywood, Fla.

A healthful environment worldwide can better be achieved by unions organizing the workplaces of multinational corporations, conference delegates of the International Federation of Chemical, Energy and General Workers' Unions agreed.

The 400 labor representatives from 34 countries attending the 10 days of conferences underlined the importance of a coordinated international organizing campaign, focusing immediately on two giant multinationals: the U.S.-based Procter and Gamble Co. and Michelin, the French-based rubber company.

Unions play a major role toward preventing environmental disasters by their actions in fighting to eliminate workplace safety and health hazards, the ICEF delegates were told. Organizing for safety is a vital step in that direction.

The ICEF worldwide campaign addresses the concerns of unorganized workers on wages and benefits, as well as on safety and the environment.

ICEF General Secretary Michael D. Boggs noted that "there are far too many so-called chameleon corporations that are relatively good employers in strongly unionized countries, but take a hardline, anti-union approach to labor relations elsewhere."

Boggs said the ICEF will employ a "one-world strategy" — patterned after the operating practices of the multinationals in instituting its 12-point global organizing plan.

The Brussels-based trade secretariat, whose affiliates represent 6 million workers in 72 countries, will coordinate the effort through its international computer network for unions and allied interest groups around the world to share the data, Boggs said.

While Michelin heads the list of rubber industry organizing targets, Boggs said the campaigns will also be directed at Goodyear, Continental, Pirelli and Bridgestone.

"Michelin has a long track record of anti-union labor relations policies in many countries," Boggs said. "We want to give all rubber workers the chance to freely organize."

Michelin operates five tire plants and one mixing plant in the United States and three plants in Nova Scotia. None of Michelin's North American operations is unionized, although workers at most of its facilities in France and other European countries have union representation.

The ICEF's Procter and Gamble campaign evolved from the three-day forum on chemical and pharmaceutical industries. P&G operates 56 plants in 24 states and 69 plants in 25 other countries. Workers are represented by AFL-CIO unions at only about a dozen P&G plants.

Michelin had been on the AFL-CIO unfair list for several years at the request of the Rubber Workers. The Steelworkers conducted a federation-backed boycott of P&G products during the 1980s after the company ousted a USWA local in Kansas City, Kan.

Boggs cited a 1989 settlement by the Oil, Chemical and Atomic Workers to end a five-year dispute at the German-based BASF Corp.'s plant in Geismar, La., as an example of a successful international campaign to bring pressure on a multinational firm to abandon its anti-labor policies. European affiliates of the ICEF worked with OCAW in the coordinated campaign.

Delegates elected Kenneth Coss, president of the Rubber Workers, as chairman of the trade secretariat's rubber industry sction.

Besides the United States, unions represented at the conferences were from Canada, Latin America, Europe, Asia, Africa and Japan. New ICEF affiliates from Czechoslovakia and Hungary attended the world conferences for the first time.

Boggs announced that the ICEF will open a U.S. office, based in Washington, in December.

SMWIA funds pay dividends for members

Las Vegas

Rallying behind a theme of "New Horizons," the 38th convention of the Sheet Metal Workers gave an enthusiastic endorsement to a broad-scale program of creating jobs for the union's members.

Reviewing accomplishments of the union and of the various labor-management programs in which the SMWIA is directly involved, President Edward J. Carlough outlined the benefits the 140,000 members have received from its various activities.

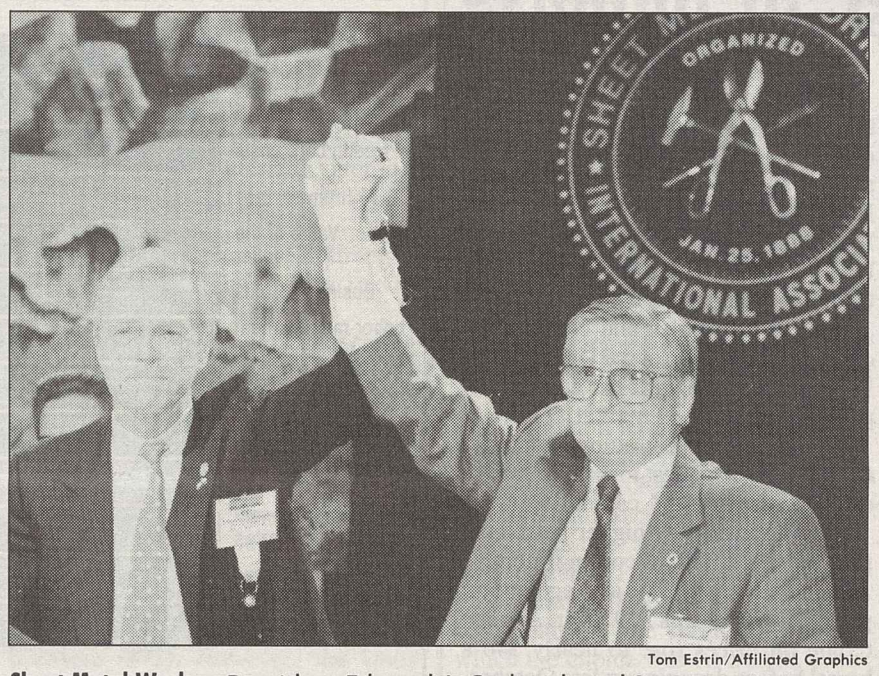
"We do things differently in our union, and I'm proud of it," Carlough told the 512 delegates at the meeting Sept. 24-28.

Pointing to the investment of the Sheet Metal National Pension fund to boost pensions as well as to provide jobs for union sheet metal workers, Carlough said: "We see no conflict in this. We see a perfect marriage, when it's done the right way."

Youth training

Carlough, who was unanimously re-elected to a sixth four-year term, emphasized the lasting importance of the SMWIA's "Youth to Youth Program." The program, developed during the past three years, trains apprentices to become effective union organizers among the younger employees of non-union companies.

A union program called Resolution 78 — its title at the 1982 convention — has offered concessions to employers essential for winning job contracts away from non-union competitors. In the past four years, the delegates heard, Resolution 78 has been directly accountable for gaining 18 million man-hours of work for SMWIA members.



Tom Estrin/Affiliated Graphics

Sheet Metal Workers President Edward J. Carlough and Secretary-Treasurer Lawrence J. Cassidy, right, were unanimously re-elected.

A newer program, the SASMI Pilot Program, offers — under carefully defined conditions — to pay union contractors' obligations to the various SMWIA benefit funds to help them afford to bid successfully on jobs.

That program, according to administrator Lou Carullo, has helped union employers gain $100 million in contracts that would otherwise have been lost to non-union competitors.

Carlough announced to the convention delegates that the SMWIA has raised $75,000 to sponsor a contest among American university architectural students for the design of the U.S. exhibit at the 1992 International Fair in Seville, Spain.

The convention delegates stood in a rousing tribute to 500 former employees of the Limbach company, a sheet metal production firm, who quit their jobs at when their collective bargaining agreements expired.

SMWIA decided to "walk away" from Limbach after the firm opened a Florida branch on a non-union basis. A lengthy legal process ended a few months ago, when a Pittsburgh jury awarded a $2.8 million damage claim to the company, a verdict that the SMWIA is appealing.

To finance the SMWIA's activities, the delegates approved, with just a handful of dissenting votes, a schedule of per capita increases: $4 per building-trades member per month starting next Jan. 1, a similar raise at the start of 1992, and a $2 increase at the beginning of 1993. Currently, the per capita rate for building trades is $14.50 a month. Smaller increases were approved for production and industrial members.

The convention unanimously re-elected Secretary-Treasurer Lawrence J. Cassidy to a full four-year term. He was elected by the Executive Council following the death of the incumbent, Lonnie Basset, in mid-1989. All 11 vice presidents were unanimously re-elected.

BCT members ratify contract with Nabisco

The Bakery, Confectionery and Tobacco Workers overwhelmingly ratified a three-year contract with Nabisco Biscuit Co. that will increase pay totaling $1.20 an hour to more than 7,000 workers.

The agreement, reached after two weeks of intense bargaining assisted by the Federal Mediation and Conciliation Service, will maintain health benefits, raise pensions and establish an orientation program for new hires.

BCT Vice President Patrick D'Angelo, who headed the union's bargaining team, said wages will go up 20 cents an hour, retroactive to Sept. 1, and be raised the same amount on March 1, 1991. Increases of 40 cents an hour will be paid on Sept. 1 in both the second and third years of the agreement.

To maintain health benefits for active workers, the union won added employer payments of 76 cents an hour beginning on Nov. 1, 1990, 39 cents a year later and 45 cents on Nov. 1, 1992. The payment to maintain retirees' health benefits will increase 15 cents hourly, retroactive to Sept. 1, 1990.

Pensions improved

Pension payments will go up 12 cents an hour beginning Aug. 1, 1991, raising the monthly benefit level to $800 and a 13-cent-an-hour boost beginning Aug. 1, 1993, will lift the benefit level to $850 monthly.

The company agreed to a joint orientation program for newly hired employees that will encompass a commitment to quality, productivity and attendance, the union said. The program will begin by the end of this year, the BCT said.

The Pension Enhancement Program (PEP), created in the 1987 contract to provide retraining or cash incentives for early retirement if an eligible member chooses not to be retrained, will continue until the current fund balance is exhausted.

A labor/management committee will be formed to study benefit plan modifications that will be recommended to BCT President John DeConcini and Nabisco Brands Senior Vice President C. Michael Sayeau.

New York Daily News added to boycott list

The New York Daily News has been added to the AFL-CIO national boycott list, at the request of the Communications Workers, one of 10 unions locked in stalemated negotiation with the company.

The 3,000 union members, represented by the Allied Printing Trades Council of Greater New York, have been working without a contract since March 31. The Daily News management has set up alternative printing facilities in New Jersey and hired standby strikebreakers, apparently in an attempt to force a strike.

The Daily News is owned by the Tribune Co., which busted the unions at the Chicago Tribune in 1986. It again has hired the union-busting law firm of King and Ballow of Nashville and has refused to bargain in good faith, the unions charge.

Besides the consumer boycott, the unions are asking advertisers to cease doing business with the Daily News until a fair contract can be reached. Boycott activity is coordinated through an office supported by full-time AFL-CIO staff under the federation's Strategic Approaches Committee.

Gas price jump fuels rise in cost of living

By John R. Oravec

Another surge in gasoline prices drove up the cost of living in September as the consumer price index for urban wage earners shot up 0.8 percent for the second straight month, and put the annual inflation rate at 8 percent over the last three months.

The Bureau of Labor Statistics reported that gas pump prices rose 9.5 percent in September, after a 7.7-percent jump in August, and are up 27.2 percent in the first nine months of the year. Heating oil prices, which will become a heavy cost factor with the onset of cold weather, surged 15.9 percent in September and are up more than 33 percent in the past two months.

Petroleum-related costs are expected to take an even bigger bite out of paychecks in coming months, AFL-CIO chief economist Rudy Oswald warned.

When BLS conducted its cost-of-living survey in a three-week span during September, the average pump price for unleaded regular gasoline was $1.29 a gallon. By mid-October, according to the American Automobile Association, the average was up to $1.37 a gallon and still climbing.

Since September 1989, the CPI-W cost components advanced 6.1 percent. But real weekly earnings of the average American worker have not kept up with the pace of inflation, despite a 0.4-percent increase in wages last month, BLS reported. Real earnings are down 1.5 percent from the year-ago month and 4.7 percent over the decade.

Food price increases slowed in September to 0.2 percent, but were 5.7 percent ahead of September 1989. Shelter costs advanced 0.3 percent and were up 5.9 percent over the year.

Public transportation fares jumped 1.1 percent over the month and were up 9.6 percent above a year ago. The increase in medical costs slowed to 0.5 percent in September, but were up 8.8 percent over the year.

Apparel prices rose 0.8 percent in September, after dropping in July and August.

In other government economic reports:

- Housing starts slumped to the lowest level since the 1982 recession — falling 0.6 percent in September for the eighth consecutive monthly decline.

The Commerce Department said the starts of new homes and apartments were at an annual rate of 1.1 million units. The housing industry has been in a rut more than a year with starts 10.4 percent below September 1989.

Applications for building permits, an indicator of future construction activity, fell 4.2 percent in September to an annual rate of 1.01 million units.

Weakness in the housing industry has caused the loss of 100,000 jobs over the last four months.

- Industrial production edged up 0.2 percent in September, largely coming from a 7.5-percent boost in the output of autos and parts, the Federal Reserve reported. But the operating rate of factories, mines and utilities was unchanged at 83.6 percent.
- Retail sales increased 1.1 percent in September, pushed by higher gasoline prices and auto purchases, the Commerce Department reported. But department store sales were down 0.9 percent as clothing sales slipped 1.1 percent, although usually strong in the month when children return to school.

Trade deficit soars on wave of record surge in imports

By John R. Oravec

The United States appears headed for another $100-billion foreign trade deficit in 1990 as record imports of $42 billion in August left a shortfall of nearly $9.4 billion, the highest since January. Exports totaled $32.6 billion for the month.

The Commerce Department reported that the cumulative deficit for the first eight months of the year exceeds $64.5 billion, about $9 billion below the 1989 pace. The nation suffered a $109.4-billion shortfall last year.

Higher-priced petroleum imports rose $0.8 billion in August to $4.8 billion, even though the flow was cut by 28 million barrels from July levels.

But imports of manufactured goods —including apparel, textiles and footwear — continued to gush into U.S. ports at a $33.3-billion rate in August. Manufacturing exports totaled $23.9 billion, leaving a deficit of $9.4 billion — higher than the overall trade imbalance.

In the first nine months of 1990, clothing and footwear imports totaled $23.9 billion, compared with exports of $1.9 billion, for a deficit of $22 billion.

AFL-CIO economist Mark A. Anderson noted that clothing and footwear imports are running $2.2 billion ahead of last year's pace. He warned that the ever-widening trade imbalance will take a further toll in factory shutdowns and wipe out more American jobs.

A measure of relief for the plight of the workers and the industry could have come with the enactment of the textile, apparel and footwear bill that President Bush vetoed, Anderson said. The House had a decisive majority for the bill, but fell 10 votes short of the two-thirds majority needed to override.

Imports of textiles and clothing account for 60 percent of the U.S. market. Foreign-made footwear has captured 85 percent of the U.S. market.

Imports of cars, auto parts and engines increased last month, as did industrial supplies and capital goods.

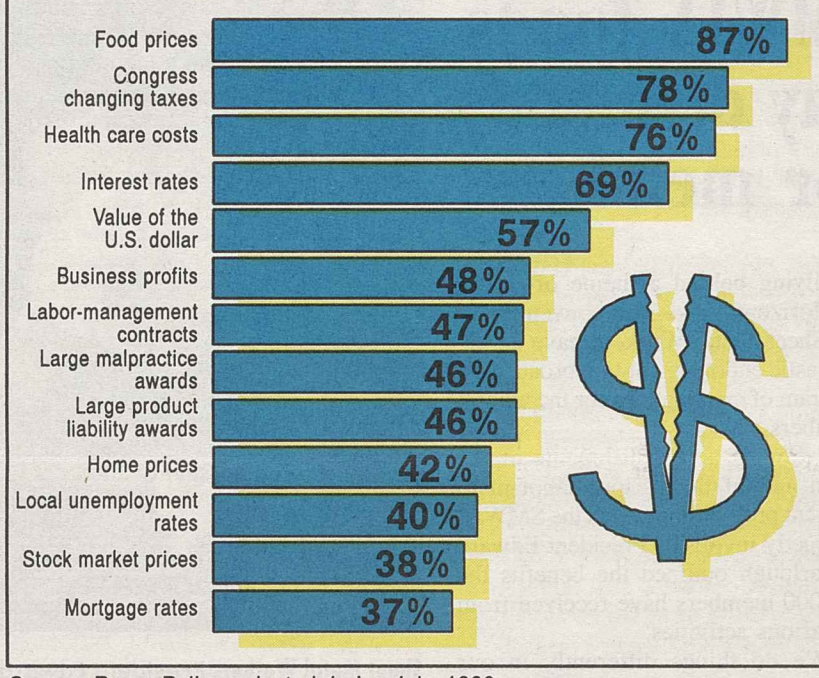
The full impact of higher petroleum prices will be felt in coming months, Anderson warned. The average import price per barrel was $19.54 in August. Crude oil prices rose to nearly $40 a barrel before dropping in late October.

The U.S. trade imbalance worsened over the month with increased surpluses for several major trading countries: Japan — up $0.8 billion to $3.8 billion; Germany — up $0.1 billion to $1.1 billion; oil producing countries — up $1 billion to $2.1 billion, and China — up $14 million to $1.1 billion. The trading deficit eased slightly with Canada and most of Western Europe.

The United States rang up a surplus of $2.6 billion in August on advanced technology products with exports of $7.5 billion and imports of $4.9 billion.

Food prices, taxes, health care

Economic factors of most concern to Americans



Source: Roper Poll, conducted during July, 1990.

OSHA lift-slab construction rules inadequate, says BCTD

By Arlee C. Green

The Occupational Safety and Health Administration weakened its lift-slab construction standard by including an option that permits employees to work beneath concrete slabs being jacked into place, the AFL-CIO Building and Construction Trades Department said.

The change in the concrete and masonry construction standard will establish two classes of workers — those who will be protected and those who won't, said BCTD Safety Director James Lapping.

"We had recommended that a professional engineer supervise the jacking process if there are going to be any workers under the slabs at all," Lapping said. "We would prefer that there be no one under the slabs during the jacking process."

The change incorporates language that was recommended by a consultant to Texstar Construction Corp., a contractor OSHA cited in the collapse of L'Ambiance Plaza in Bridgeport, Conn., that killed 28 union workers in 1987.

OSHA blamed faulty construction methods for the accident and noted workers not involved in the jacking operation were working below the slabs when the building collapsed.

The lift-slab method accounts for less than 1 percent of high-rise construction. Contractors in that segment of the industry, however, opposed any regulation.

Lapping said OSHA's construction advisory committee was not told about the change that appeared in the final standard, which did not appear in the proposed standard.

The language that was added, he said, provides an option to contractors that will allow them to keep employees on the job while slabs are being lifted into place, provided an "independent registered professional engineer, other than the engineer who designed and planned the lifting operation," has approved the building's structural integrity.

Lapping expressed concern about the limited scope of the revisions, stressing that other construction methods needs similar protections.

He noted, too, that while the Bush administration is supporting and establishing job safety provisions for this limited segment of the industry, it is opposing the proposed Construction Safety, Health and Education Act.

The legislation would establish a separate division within OSHA for construction and require an engineer to develop construction process plans and hazard analyses on every construction project.

Higher benefits kick in Jan. 1 for Social Security recipients

Social Security benefits will rise 5.4 percent starting with the monthly checks in January.

The annual cost-of-living adjustments are triggered by the government's consumer price index for urban wage earners (CPI-W), which rose 6.1 percent over the past 12 months before seasonal adjustment.

Even though the benefit increase is the highest since 1982, it will still leave recipients behind the actual rate of inflation since they paid those prices for all 1990 before getting the benefit increase.

Over the last three months, inflation rose at an alarming 8-percent annual rate.

The 5.4-percent COL adjustment for some 40 million Social Security beneficiaries will raise monthly checks:

- For the average retired worker, from $571 to $602.
- For a couple, both receiving benefits, from $970 to $1,203.
- For a widowed mother and two children, from $1,141 to $1,203.
- For an elderly widow or widower living alone, from $528 to $557.
- For a disabled worker, spouse and one or more children, from $970 to $1,022.
- For single disabled workers, from $557 to $587.

The maximum benefit a worker can receive retiring at age 65 will rise from $975 to $1,022.

Al Barkan, 81, made COPE a political force

Al Barkan, director of COPE for 17 years and architect of much of labor's modern political work, died Oct. 18 after a long struggle against lung cancer. He was 81.

"To know Al was to be lifted by his great vitality and single-mindedness with which he pursued trade unionism in general and election victories in particular," AFL-CIO President Lane Kirkland said.

Barkan graduated from college the same year Franklin Roosevelt was inaugurated, joining the labor movement in 1937. He became an activist and a pivotal player in all of the events from which the modern labor movement evolved. He served until Ronald Reagan's presidency, retiring as director of COPE in 1981.

In a letter to Barkan's widow, Helen, Kirkland and AFL-CIO Secretary-Treasurer Thomas R. Donahue noted, "few people really become legends in their lifetimes, but Al was one. To remember Al is to think first of the moral compass that guided him from his earliest days as a textile union organizer: all of his work was aimed at helping plain working people, making sure that their voice was heard. And he did what he set out to do."

Barkan was born in Bayonne, N.J. He was a 1933 graduate of the University of Chicago with a degree in economics and political science. He became committed to unionism partly as a result of attending lectures and discussion groups led by Clarence Darrow, the legendary labor-civil liberties attorney.

After college, Barkan taught English in Bayonne. Inspired by the organizing efforts sweeping through America, he began work in 1937 as a volunteer, then became a staff member of the Textile Workers Organizing Committee.

After World War II naval service aboard the U.S.S. Alabama, he became executive director of the New Jersey CIO Council, and was appointed political director of the Textile Workers Union he had helped organize.

In 1955, Barkan was appointed assistant director of the newly merged AFL-CIO's political department, and was appointed director by AFL-CIO President George Meany in 1963.

An election in his home state the next year — in the Lyndon Johnson landslide — led Barkan to notice the compilation of an unusually thorough union member list. By the end of the 1960s, COPE had the computerized voter lists which revolutionized the work of political volunteers.

A public speaker of great strength, Barkan's exhortations of "on to victory" became an event for an entire generation of labor and political campaign workers.

Former COPE Director Al Barkan

Trade unionists, and those outside the labor movement, Kirkland and Donahue said, would do well to "study what he warned against and worked so hard to overcome: the racial separation of voting patterns, the domination of the political process by elites of any stripe and the dangers of economic injustice whenever elected officials stray from contact with everyday people.

"Those are the people Al worked with so well and spoke for so eloquently," they said. In addition to his wife, Barkan is survived by two daughters, Carol Alt and Lois Wolkowitz, and four grandchildren.

AFSCME, Unity coalition gain Indiana units

Indiana state employees in eight major job groupings voted to be represented by either AFSCME or a coalition consisting of the UAW, Teachers and the Indiana State Employees Association.

The elections were conducted by the state's Public Employee Relations Board under a new state law that allows limited bargaining rights. Rerun elections were held on Oct. 16 in 10 bargaining units after no organization garnered a majority of the votes in balloting Oct. 4.

AFSCME won representation rights for 15,476 workers in five units — Health and Human Services (4,257), social services (3,207), clerical (6,464), health care professionals (676) and professional, regulatory, inspection and licensure (872). However, the Unity coalition has challenged the clericals' vote.

The Unity coalition will bargain for 8,915 workers in three units — public safety (1,110), labor and trades (5,455) and non-professional, regulatory, inspection and licensure (407).

Workers in the professional/administrative (1,015) and engineering/scientific (1,358) chose not to be represented in the rerun balloting in which the choice was AFSCME or no union. AFSCME lost the professional/administrative election by just nine votes.

Resources

PUBLICATIONS

Labor at the Ballot Box tells the story of a labor victory in Massachusetts — the 1988 grassroots campaign that defeated anti-union efforts to repeal the state's prevailing wage. Written by Mark Erlich, program director for the Massachusetts Building Trades Council, the book is available to union members at a special $11 rate, plus $2 handling. Available from Committee for Quality of Life, Massachusetts Building Trades Council, 9 Park Street, 5th floor, Boston, Mass., 02108.

CONFERENCES and SEMINARS

The AFL-CIO National Conference on **Occupational Safety and Health,** to be held at the Marc Plaza Hotel in Milwaukee Nov. 12-14, will focus on labor's agenda for improving the Occupational Safety and Health Act. For information, contact AFL-CIO Safety and Health Conference, 815 16th St. N.W., Room 303, Washington, D.C. 20006. Phone 202/637-5366.

As part of its union education program, the St. Louis AFL-CIO will hold a five-week class on **The Nuts and Bolts of Organizing.** The conference schedule and other information is available from the St. Louis AFL-CIO at 314/647-6336.

A two-day conference on **Turbulence in the American Workplace,** sponsored by the National Planning Association, will be held Nov. 7-8 in Washington. It will focus on the economic upheaval since the mid-1970's stemming from stiffer global competition, business deregulation, corporate takeovers and plant closings. Registration is $250 per person. Contact Jim Auerbach at 202/265-7685.

Newsmakers

William J. McCarthy will not run for re-election as president of the Teamsters, he told the IBT executive board at its meeting Oct. 10. McCarthy, who said he is resigning for personal reasons, will serve out his current term. Teamsters officers will be nominated at next year's June convention and elected by referendum in December.

McCarthy, 71, had been president of the Teamsters since July 1988 and a member of the AFL-CIO Executive Council since August 1988. A native of Massachusetts, McCarthy took his first trucking job in 1936 and rose rapidly in Boston Local 25. He was elected steward in 1941, business manager in 1947 and president in 1955.

He was elected to office in Joint Council 10 — comprising all Teamster locals in the five New England states — in 1964 and to the IBT executive board in 1969. He was elected president of the Teamsters following the 1988 death of Jackie Presser, who was president of the Teamsters at the time of the union's reaffiliation with the AFL-CIO in October 1987.

The Airline Pilots' board of directors has elected **Capt. J. Randolph "Randy" Babbitt** president of the union effective Jan. 1, 1991. He will succeed **Capt. Henry A. Duffy,** who is retiring after leading the organization since 1983.

Babbitt, 44, an Eastern Airlines pilot from Oakton, Va., has served as the ALPA's executive administrator since 1985. He also chaired the union's National Collective Bargaining Committee and its Presidential Committee on Labor Standards.

Babbitt captured 17,252 votes among the 266 pilot delegates to the board's 32nd biennial meeting in Miami, edging Capt. **Roger Hall,** a pilot for United Airlines, who got 15,823 votes in the runoff election.

Elizabeth H. Dole announced her resignation as Secretary of Labor, effective Nov. 23, to become president of the American Red Cross. AFL-CIO President **Lane Kirkland** wished Dole well in her new assignment, noting that she "was a good Secretary of Labor who did her best to represent working people and their unions in a Republican administration."

More than 1,000 labor, industry and government leaders will honor former Secretary of Labor **William J. Usery** and the process of collective bargaining at a Nov. 8 dinner tribute to be held in the Sheraton Washington Hotel.

The event is sponsored by Secretary of Labor **Elizabeth Dole,** AFL-CIO President **Lane Kirkland,** Machinists President **George Kourpias,** former Secretary of Labor **John T. Dunlop, Robert L. Crandall,** chairman and chief executive officer of American Airlines, **Gerald Grinstein,** president/CEO of Burlington Northern Railroad, and **Al Warren,** vice president for industrial relations for General Motors Corp. **Steven I. Schlossberg,** director of the International Labor Organization, is serving as chairman of the dinner committee.

Proceeds of the tribute will benefit the Bill Usery Labor-Management Relations Foundation and the Friends of the Department of Labor. Usery is chairman of Bill Usery and Associates Inc., a consulting firm specializing in employee-employer relations. Before becoming Secretary of Labor in 1975, Usery was the national director of the Federal Mediation and Conciliation Service. He was a major negotiator for the Machinists before his government appointments.

AWARDS

Author/poet **Maya Angelou** received the Paul Robeson Award from Actors' Equity during its annual meeting on Oct. 12. The award honor those artists, writers and performers who, by their life's work, are committed to the struggle for justice and equality.

Angelou, currently a professor of literature at Wake Forest University, was the Northern coordinator for the Southern Christian Leadership Conference in the 1960s, was appointed by President Ford to the Bicentennial Commission and by President Carter to the Commission on International Women's Year. She has received numerous honorary degrees, served on the Arts Council of North Carolina, editor of the African Review, and adviser to the University of Ghana.

DEATHS

Andy Kenopensky, automotive coordinator for the Machinists and manager of the IAM Indy class race car team, died of cancer Oct. 12 at his home in Watchung, N.J. Kenopensky, who was 55, had been an IAM member since 1958 and served on the union's headquarters staff since 1975. The IAM racing team competed in USAC and CART events for more than a decade.

CORRECTION

The successful organizing strategy, employing a "Cost-o-meter" to track union-busting costs at the Curwensville Nursing Home in Curwensville, Pa., was the brainchild of Clothing and Textile Workers organizer **Becky Hess**. An article in the Oct. 1 issue of the AFL-CIO News misstated Hess's affiliation.

Senate Republicans sustain civil rights bill veto

Continued from Page 1

on the individual who has been harmed,'' Kirkland said. ''The labor movement knows the hardship suffered by individual employees when they are responsible for proving the illegal acts of their employers.''

The legislation would have:

- Strengthened federal protection against racial harassment on the job and racially based dismissals.
- Shifted back to employers the burden of proving a ''business necessity'' that justified establishing job requirements that screen out minorities or women.
- Limited lawsuits that challenge court-approved decrees establishing affirmative action programs.
- Made clear that it is always illegal for an employer to use race, ethnicity, gender or religion as a motivating factor in employment decisions.

But Bush and his staff tried to paint the bill as a ''quota'' bill that would harm employers more than it would protect workers.

''His repeated attempts to pin the false label of quotas on this legislation are part of a disreputable attempt to appeal to public resentment and prejudice,'' said Sen. Edward M. Kennedy (D-Mass.), one of the bill's chief sponsors.

In an effort to gain White House support after the legislation passed earlier this year, the bill's backers spent several weeks trying to modify it to meet some of the administration's objections, without gutting the intent of the legislation.

''But now, in the last demands prior to the veto, the White House staff used language that barely disguises their intention of making it easier for employers to discriminate against minority and women workers and to escape the penalty for their discrimination,'' said AFL-CIO Legislative Director Robert M. McGlotten.

''The rhetoric may be kinder and gentler,'' said Ralph Neas, executive director of the Leadership Council on Civil Rights, ''but the policies of George Bush are no less dangerous and regressive than those of Ronald Reagan and Ed Meese.''

The veto was a ''sharp and shocking disappointment,'' said Benjamin L. Hooks, NAACP executive director. He also said he was ''at a loss'' to understand Bush's charge that the bill was a quota bill.

AFGE President John Sturdivant charged Bush with ''political rhetoric designed to please Jesse Helms, David Duke and their followers in the ultra-right wing of the Republican Party.''

''President Bush told millions of hard-working American women struggling to support themselves during frightening economic times that it is okay for their bosses to discriminate against them,'' said Judith Lichtman, president of the Women's Legal Defense Fund.

The legislation had drawn the support of GOP-led U.S. Commission on Civil Rights and most black officials in the administration.

But in a response to a question about black GOP support of the bill, White House spokesman Marlin Fitzwater said, ''A lot of them don't understand the legal implications of the bill... many of them don't know what's in the bill.''

The veto, combined with Bush's stand against raising taxes on the wealthy, ''will confirm the most serious doubts people have about the Republican Party — that it is trying to protect those with extraordinary wealth and is not really committed to working women and minorities,'' said Rep. Robert G. Torricelli (D-N.J.).

Randolph memorialized for contributions to labor, rights

Continued from Page 1

Although Randolph did not ''accumulate much of the world's property... this dignified, wise, kind man, changed the nation,'' said Thomas R. Donahue, AFL-CIO secretary-treasurer and host of the ceremony.

Among his many efforts to achieve civil and worker rights, Randolph is responsible for the 1963 March on Washington that helped to organize support for the passage of the 1964 Civil Rights Act.

''For this we remember Phil Randolph as the chief architect of the bridge between the labor and civil rights communities — one of America's great moral leaders,'' said Kirkland.

''At once an iron-willed champion of the underdog and yet a gentle and humble voice of conscience, he enriched our movement like no one before him, and no one since.''

Besides preserving the memory of Randolph, the speakers urged the perpetuation of his work and philosophies.

''Randolph left us a very strong edifice,'' said Lenore Miller president of the Retail, Wholesale and Department Store Union and chairwoman of the AFL-CIO Civil Rights Committee. ''Every act of my life will be used to do what Randolph wanted us to do, which is to merge the dreams of the civil and labor rights movement.''

The one-and-a-half life-sized bronze bust, which stands on a 66-inch-high marble base, is a product of the AFL-CIO's efforts to establish a permanent memorial in Randolph's name.

''It is a beautiful piece of work, and no doubt will preserve Phil's memory as a symbol to all minority and oppressed workers of the promise the labor movement holds for them in their struggle for a piece of the American dream,'' Kirkland said.

Sculptor Ed Dwight, who also sculpted a 20-foot monument of Dr. Martin Luther King Jr., a life-sized bronze statue of Frederick Douglass and a 10-foot statue of homerun king Hank Aaron, said, ''It was relatively easy to sculpt the bust, because great men make great art.''

INSIDE

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1 ***Budget compromise readied for Bush***
A budget package crafted by a House-Senate conference committee restores fairness in adding taxes for the rich while reducing proposed cuts.

4 ***New Supreme Court hears labor cases***
New Supreme Court Justice David Souter took a seat on the bench as the high court agrees to hear cases on fetal protection and hospital bargaining units.

5 ***Health care campaign travels more roads***
At regional health care hearings in Detroit, New Brunswick, N.J., and Birmingham, Ala., the AFL-CIO continued to explore the dimension of the crisis and potential solutions.

9 ***ICEF 'world strategy' targets environment***
The International Federation of Chemical, Energy and General Workers' Unions linked unions' organizing of multinational firms to improvements in the environment.

10 ***Consumer prices hit 8-percent annual rate***
The consumer price index for urban wage earners shot up 0.8 percent in September, fueled by rising gas pump prices, and is currently running at an annual rate of 8 percent.

11 ***Al Barkan dies at 81; headed COPE 17 years***
Al Barkan, "a living legend" as director of the AFL-CIO's COPE for 17 years, died following a long bout with lung cancer. He was 81.

UNION YES

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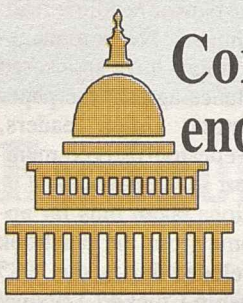


Congress ends with labor gains

See page 3

Health care hearings spur campaign

By Rex Hardesty

Americans spend about $1 million a minute on health care. That's $2 billion a day and $700 billion a year — by far the most spent on health care by any nation in world history and, by any reckoning, a lot of money.

The 86 witnesses who testified at the AFL-CIO's national health care hearings this fall were hard pressed to find the benefit in this massive spending. Their testimony revealed that the U.S. health care system, for all the money poured into it, amounts to bureaucratic pain and human suffering.

At the current rate of spending, witnesses testified, it would be too expensive *not* to reform the U.S. system — now, for the sake of the cascading number of victims of an inadequate system, and in the future, for the newborn generation that will grow up unhealthy.

Witnesses observed that every developed nation has a comprehensive national health care system of some kind, with the exception of the United States and South Africa, and they were embarrassed in that company. Unanimously, they called for the federal government to reallocate that $700 billion a year, to buy a system of affordable, quality health care to which every citizen has access.

Witnesses had little patience with patchwork remedies — a new program here, a little cost containment there. Even health care officers who were proud of their own efforts described them as a ''band-aid approach when surgery is needed.''

Frustrated county supervisors in California, for instance, told of building model local health systems, only to have them overrun by new arrivals. And a state senator who authored a major state health care proposal said he wished he could throw his bill out the window in favor of a national approach.

In New Jersey, former HEW Secretary Arthur Flemming said, ''At the grassroots, people are fed up with our patchwork health care system,'' echoing the sentiments of former Labor Secretary John Dunlop, who testified in Rhode Island that ''some national framework is essential.''

In all, there wasn't much finger-pointing during the hearings. There was

Continued on Page 12

Steve Miller/Miller Photography

New York Daily News employees and their supporters, some 15,000 strong, rally at the paper's headquarters.

Daily News forces strike, feels pinch

By Arlee C. Green

The New York Daily News, unable for months to provoke its 10 unions to strike, capitalized on a minor shop-floor skirmish Oct. 25 to declare war on the 3,000 employees that had toiled daily to produce the nation's second-largest newspaper.

Since that time, the workers have been making good on a triple boycott aimed at advertisers, newsstand buyers and home delivery sales. The strikers daily picket News facilities, handbill advertisers and organize rallies. Scores of union members passed out boycott information to spectators along the route of the New York Marathon.

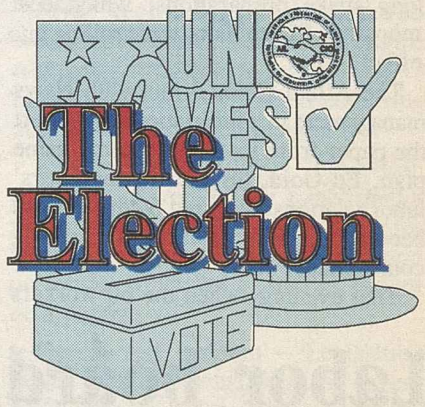
More than four dozen major advertisers have pulled their ads from the News, including Radio City Music Hall, Toys R Us, NYNEX, Phillip Morris, McCory's, Walbaum's Foods, Marymount College, Norstar Bank, Knapp Shoes, Levitts and Potamkin auto sales.

Nearly 15,000 union members turned out for a Nov. 1 rally at the News' headquarters, and 4,000 were on hand the next day to hear Rev. Jesse Jackson following his meeting with News Publisher James Hoge, who chided Jackson for supporting the unions.

AFL-CIO President Lane Kirkland and Secretary-Treasurer Thomas R. Donahue were scheduled to join the picket line with Daily News strikers at 4 p.m. Wednesday, Nov. 14.

A Nov. 7 noontime rally drew more than 1,500 building trades workers. Later that day, thousands of printing trades and city employees offered up a

Continued on Page 2



Seven of every 10 union members voted for labor's candidates, a COPE election-day survey showed, as voters ousted — or threw a scare into — many incumbents allied with President Bush's tax and economic policies.

''Economic fairness is well understood by the American voters,'' the AFL-CIO said. ''The election results would have been even more decisive if economic issues had continued to dominate the final week of the campaign.''

In key governors' races, where states will gain House seats as a result of next year's redistricting, labor-endorsed candidates won in Florida and Texas. Union members also helped Democrats increase their margins in both the House and Senate.

In all, 73.8 percent of COPE-endorsed candidates were elected in the House, and 60.7 percent in the Senate.

Union members' high level of support for endorsed candidates ''demonstrate that union registration, information and get-out-the-vote programs work,'' said COPE Director John Perkins.

''The heroes of our effort are the hundreds of thousands of men and women in the labor movement who volunteer their time and effort to encourage fellow unionists to participate in the democratic process,'' he said.

Full report, pages 6-7

Labor rallies behind strikers at N.Y. Daily News

Continued from Page 1

display of their support for the News strikers, whose solidarity remains high. Only a few dozen Newspaper Guild members have returned to work at the Tribune Co.-owned paper.

Local and national unions pledged $2 million in assistance to the Allied Printing Trades Council of Greater New York, which represents the striking unions. Council President George McDonald said, ''We need it to go on radio and TV and fight the enemy.''

Unions participating include the Communications Workers, New York's Teachers, Teamsters, UAW, Hotel Employees and Restaurant Employees, Transport Workers and Retail, Wholesale and Department Store Union.

Management fired the opening volley in the wee hours of Oct. 25, when a supervisor insisted that a Newspaper and Mail Deliverers Union member who suffered from a knee injury be suspended for not standing up while working. A union business agent who interceded was removed from the printing plant.

When some 30 drivers followed the business agent and worker out of the building to see what had happened, News management ordered the remaining drivers out of the plant and barred them from re-entry.

Within minutes, a silver bus with Pennsylvania plates and cardboard over the windows rolled up to the gates with replacement drivers. The News' yearlong strike preparations, which cost more than $24 million, were rolling into effect.

The Allied Council met with News management in a futile attempt to divert the paper from its union-busting game plan. Ed Gold, director of the News' labor relations, declared 60 drivers had been permanently replaced and nothing could change that.

That evening, when the 60 workers were not allowed to enter the plant, the drivers union and seven others — Graphic Communications Local 1P, Printing Pressmen Local 2, Paper Handlers Local 1, Stereotypers Local 1, Mailers Local 6, Machinists Local 434, Electrical Workers Local 3, voted to strike.

Jack Miller/Miller Photography

Union members by the thousands rally support for Daily News strikers.

Newspaper Guild Local 3 followed suit the next day, lifting the number of strikers to 2,800. Some 200 Typographical Union members who have lifetime job guarantees at the News remained on the job, as they said they would when their contract expired last March.

The News has continued to publish using scores of scabs brought in from other Tribune-owned publications, many of whom were trained at a New Jersey printing plant the News set up that was known at ''Fort Hoge.''

Three minority journalist organizations — the National Association of Black Journalists, National Association of Hispanic Journalists and the Asian American Journalists Association — refused requests from Daily News management for membership lists from which replacement workers could be recruited.

The NABJ and the NAHJ said the request was ironic because of the News' past minority hiring and promotion record. A federal jury in 1987 found the paper had discriminated against four black editors and reporters in wages, promotions and assignments.

The News slipped from being the second- to the third-largest paper in the nation with about 1.1 million circulation just prior to the strike. Its press run reportedly has been halved and tens of thousands of papers are given away daily as ''samples'' of scab journalism. A small army of homeless people helps ''sell'' the papers each day, usually at a discount.

The scab paper has become a weapon in the war, as one banner headline read: ''Call off the Thugs.'' News management insists the unions have sponsored a variety of violence against the paper and its distributors. Union leaders, however, have repeatedly urged members not to resort to illegal acts.

All of the actions taken thus far appear to have come from the playbook the Tribune developed during the 1985 strike at its flagship Chicago Tribune. The legal fallout from unfair labor practices, however, is just starting to hit the Tribune, which acted on the advice of King and Ballow, the Tennessee law firm also in charge at the Daily News.

The Tribune has been ordered to honor its labor contract, rehire union workers, and to cough up nearly $30 million in backpay both to strikers who were illegally denied their jobs and to the scabs who were underpaid in the interim. All findings, of course, remain under appeal.

Despite declarations of a union-caused fiscal hemorrhage at the Daily News, the Tribune Co. flatly rejected a purchase offer from a group of investors presented by attorney Ted Kheel, an unpaid adviser to the Allied Council. Kheel questioned why the Tribune Co. would refuse to sell, when it had offered the paper in 1982 to Joe Albritton, then owner of the now-defunct Washington Star.

Prior to the strike, the News predicted its 1990 losses would exceed $60 million, but did not indicate how much of that amount was caused by strike preparations. The paper had been profitable in every year since 1984, except for 1987 — when the previous contract was bargained.

Contributions can be made to the New York Daily News Boycott Committee and sent to the Allied Printing Trades Council, 1 Beckman Street, Room 402, New York, N.Y. 10038.

Labor board broadens charges against Greyhound

By Candice Johnson

A complaint against Greyhound Lines Inc., issued by the National Labor Relations Board, has been expanded to include new allegations of company intimidation and coercion of union employees, the NLRB general counsel said.

After investigating charges filed by the Amalgamated Transit Union against the bus line, the NLRB amended its complaint and scheduled a hearing before an administrative law judge for January.

Meanwhile, labor is keeping up the pressure on Greyhound, with demonstrations planned at bus stations in four cities Nov. 16 and a continuing campaign seeking to convince riders to pass up Greyhound's offer of holiday service.

The rallies will be held at Greyhound terminals at San Francisco, Los Angeles, New York and Atlanta, with union members joining striking ATU members on the picket lines and in leafleting. Following the New York rally, the union crowd will move its solidarity campaign to the New York Daily News, where 2,800 workers have been on strike since Oct. 30.

The original complaint charged that Greyhound violated federal labor law by implementing its so-called final offer before bargaining to impasse, and that the company was guilty of unfair labor practices in precipitating the strike by 9,300 ATU members. If the complaint is upheld, the workers would be entitled to regain their jobs — with back pay.

After review, the board's general counsel authorized the issuing of complaints in 16 additional cases in 12 NLRB regions. A nationwide investigation affecting 30 of the board's 33 regions is continuing.

The expanded complaint states that Greyhound illegally fired strikers because of union activities, coerced employees by physically assaulting and threatening them, and refused to provide ATU with information.

Greyhound chose not to seek a settlement of the unfair labor practice complaint, but immediately sought a hearing. The judge's decision can be appealed to the board, and through the U.S. Court of Appeals.

A Frontlash campaign is using leaflets and school newspaper ads in efforts to encourage students to join Greyhound picket lines during the Thanksgiving and Christmas holiday seasons.

An advertising blitz by the bus line aimed at rebuilding ridership is targeting college students, who make up 45 percent of the bus line's ridership.

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LEGISLATION

Budget includes key labor-backed initiatives

By Mike Hall

The final budget package approved by Congress just before it closed shop a little after 1 a.m. Oct. 28, bore the stamp of several weeks of intense work by the AFL-CIO and its affiliates.

"The bottom line is that those who benefited from the tax cuts of the 1980s will be paying a fairer share of the tax burden," said AFL-CIO Legislative Director Robert M. McGlotten. "While not perfect, this agreement is vastly improved over the budget summit agreement."

The budget reconciliation, coupled with other successful labor-backed legislation during the two-years of the 101st Congress, provided several important victories for American labor, despite President Bush's vetoes.

The AFL-CIO campaigned hard to help shape the tax portion of the budget along more progressive lines. Affiliated unions, working through the AFL-CIO on each other's concerns, won changes in multiple provisions in the initial deal backed by Bush that would have hurt particular groups of workers. (See chart)

There were some losses, however. The Letter Carriers and Postal Workers, who lost their "lump sum" retirement benefit, charged that the projected $4.7 billion in U.S. Postal Service savings is simply a stamp tax in disguise — rate hikes.

Comparing budget deals

	Rejected Summit	Final Budget
Tax on Upper-Income Americans	✓ Leaves tax rate on wealthiest Americans at 28%. ✓ Disallows $300 in deductions for every $10,000 in income above $100,000. ✓ Extends 1.45% Medicare payroll tax to wages up to $73,000 from current $51,000 ceiling.	✓ Raises marginal tax rate on wealthiest Americans to 31% from 28%. ✓ Raises alternative minimum tax to 24% from current 21%. ✓ Phases out personal exemptions for individuals earning $100,000, couples $150,000. Eliminates exemption for individuals earning $225,000, couples $275.000 ✓ Disallows $300 in deductions for every $10,000 in income above $100,000. ✓ Extends Medicare payroll tax to wages up to $125,000.
Energy Taxes/ Incentives	✓ Increases gasoline tax by 9 cents. ✓ Railroads pay entire tax increase. ✓ Two-cent-a-gallon tax on petroleum products, including gasoline and diesel.	✓ Gasoline tax increase reduced from 9 cents to 5 cents a gallon. ✓ Extends current tax credits for solar, educational assistance and group legal services.
Medicare	✓ Increases deductible from current $75 to $100 in 1991, $125 in 1992 and $150 in subsequent years. ✓ Increases premium for physician's services to $33.50 in 1991, $37.60 in 1992, $42.80 in 1994 and $54.30 in 1995.	✓ Increases deductible from $75, to $100 in 1991 and thereafter. ✓ Holds increases for physician's services to 25% of program costs so premiums will be $29.20 in 1991, $31.70 in 1992, $36.50 in 1993, $41.20 in 1994 and $46.20 in 1995.
Unemployment Compensation	✓ Two-week delay before qualified unemployed begin receiving benefits.	✓ No delay in benefits.
Pension/ Retiree Health	✓ Weak pension plan termination protections and lower pension "cushion," or adequate pension assets above obligation to the beneficiaries. ✓ Weak pension plan protection for transfer of retiree health benefits, with lower pension cushion.	✓ Offers stronger pension plan termination protections and higher pension cushion. ✓ Stronger pension plan protection for transfer of retiree health benefits, with higher pension cushion.

Pension plan protections

The budget package contained new regulations governing pension plan terminations and reversions that were paralleled in separate AFL-CIO-backed legislation to curb corporate raiding of pension plans.

During the 1980s, corporate raiders began terminating pension plans to seize so-called surplus assets, leaving more than 2 million workers with little or no retirement security and netting raiders some $20 billion.

"This issue is of utmost importance to many unions whose hard-earned pension fund assets constitute a major part of the employer reversions that have occurred since 1980," said AFL-CIO Vice President Morton Bahr, who is president of the Communications Workers and chairman of the Pension Task Force, during testimony before the Senate Labor Committee in 1989.

Under the budget, new regulations on terminations and reversions will discourage employers from terminating plans. If a plan is terminated and no new plan is established, the government will levy a 50 percent excise tax on the surplus assets going to the raider — in effect cutting the return in half. Even if a new plan is established, a 25 percent excise tax will apply.

In addition, when a new pension plan is established, it must retain a "cushion" of 125 percent of projected benefit liabilities to protect the promised benefits of active workers. Between the heavy excise tax and required "cushion," terminations and reversions should be greatly reduced.

Child care funds

The new budget also provides funds for child care, a major legislative goal of the AFL-CIO, which is concerned about the increasing burden of child care on working men and women. Both the House and Senate passed separate child care bills, but neither of those bills emerged from conference.

The budget provides about $2.5 billion in block grants to states to help subsidize child care and authorizes a $12.4 billion increase over five years for the Earned Income Tax Credit. It also provides for health insurance credits and sets health and safety standards for child care providers.

While the child care provisions of the budget are not as broad as those contained in the separate legislation, child care advocates described them as a good beginning. Some estimates show that more than 750,000 families could benefit from the new program.

Fringe benefits

Workers faced a "hidden tax" under the defeated budget summit agreement, which proposed to end the exemption for two types of fringe benefits bargained in many contracts during the past several years.

The new budget not only continues the exemption through December 1991 for these benefits, employer-provided group legal assistance and educational assistance, but allows educational benefits to be applied to law school and other graduate education.

While the reconciliation eliminated the "lump sum" retirement benefit for U.S. Postal Service employees, effective Nov. 30, workers who are involuntarily separated or seriously ill will still qualify for the lump sum.

Health and safety

Under the budget, civil penalties for violations of the Occupational Safety and Health Act have been increased seven-fold. Likewise, fines for violating the Mine Safety and Health Act can now be five times more expensive than previously.

The AFL-CIO had long sought higher penalties for employers who willfully violate the OSHA and MSHA laws. The maximum civil penalties have not been increased in almost 20 years, and in some cases under the Reagan administration they had actually been lowered.

The reconciliation also increases both the civil and criminal penalties against employers who violate federal child labor standards. The penalties are similar to those contained in separate AFL-CIO backed legislation.

Bush vetoes

One of the major stumbling blocks for worker-oriented and progressive legislation during the past two years has been Bush and his perfect veto record. Even though the AFL-CIO was able to line up large majorities in both houses for bills such as civil rights and the Hatch Act, they fell short of being "veto-proof." Vetoed bills include:

Amtrak reauthorization — Legislation would have provided funding for Amtrak and also given the Interstate Commerce Commission authority to review certain rail acquisitions by non-rail companies to determine if public interest is threatened. Bush vetoed because of the ICC provision. A new bill without the provision was approved.

Civil rights — Bill would have restored employment discrimination remedies available to workers before recent Supreme Court decisions.

Eastern Airlines — Bill would have established a non-partisan, four-member panel to investigate the Eastern Airlines strike and make recommendations for solutions. The panel would also have investigated other industry concerns.

FSX technology — Legislation would have barred certain jet engine technology transfers to Japan and prohibited that country from transferring any newly developed technology.

Family leave — This bipartisan compromise would have established a policy of job-protected, unpaid leave for workers in the cases of birth, adoption or serious illness of a child, a spouse or a parent.

Hatch Act reform — Legislation would have lifted many of the severe restrictions on political rights for three million federal and postal employees contained in the Hatch Act.

Textiles — Bill would have established import growth limits textiles, apparel and footwear products.

Unfinished business

The end of Congress left many AFL-CIO-backed bills hanging. Most are expected to be reintroduced next year and much of the groundwork to winning passage has been established during the past two years.

One of the first bills expected to be offered when Congress returns is anti-strikebreaker legislation. Several hearings — the beginning of a national awareness and education campaign — were held in the House and Senate and the legislation gathered 189 cosponsors in the House and 20 in the Senate.

Two different campaign finance reform bills passed but did not emerge from conference. The Senate bill would have banned all PACS and was opposed by the AFL-CIO.

The House passed an AFL-CIO-supported seafood inspection program but no conference was held and the legislation died.

A new voter registration bill, including "motor voter" registration won House approval but died in the Senate.

Several pieces of AFL-CIO-supported legislation won committee approval but did not make it to the floor, including: construction safety, Davis-Bacon reform, minimum health benefits, OSHA criminal penalties and whistleblower protection.

Foreign money lubricates USTR revolving door

By James B. Parks

Washington lobbyists are to the 1990s what investment bankers were to the 1980s, a group of almost uncontrolled operators in an arena where there's lots of money to be made and spent, Congress was told.

Money and politics

"Money has become the dominant influence in our political system — particularly in how officials are elected, in the day-to-day mechanics of public policy in Washington, and in the post-employment practices of public officials," said Charles Lewis, who heads the Center for Public Integrity in Washington.

In testimony before the Senate Committee on Commerce, Science and Transportation, Lewis said that money is the main factor turning the revolving door between public service and private employment.

This "quiet crisis" is perhaps most acute in the office of the U.S. Trade Representative (USTR), he said. "A substantial number of. . . officials at the highest levels have gone to work for foreign companies and foreign governments.

"Many of these former officials have gone back and interacted with. . . the same people and same governments and same issues. . ." as during their USTR employment, he said.

This phenomenon of former USTR employees working for foreign interests took off in the late 1970s and 1980s when, "as America's international trade position became more critical, large sums of money, literally hundreds of millions of dollars. . . began flowing into Washington from abroad," Lewis said.

Eroding trust in government

Lewis, who addressed the AFL-CIO Executive Council meeting in February, said the revolving door is eroding trust, morale, and confidence in government by calling into question whether trade agreements are being made on their merits.

After interviewing 45 of the 53 senior USTR officials who served since 1974, Lewis said he found no instance of any former USTR employee being charged with illegal acts.

But he cited the cases of Michael Smith and Edward Gottfried, among others, as examples of what is wrong with the system.

Smith spent over 30 years in government and served three Trade Representatives. When he retired in 1988, he became president of a new company designed to help American firms do business abroad.

Few American companies hired Smith's firm. Most of his clients are foreign concerns such as the Canadian Sugar Institute, Nippon Steel Corp. and the Japan Iron and Steel Exporters Association.

Gottfried in 1989 served as USTR's special textile adviser and negotiator. He headed delegations negotiating agreements with the Soviet Union, Egypt, India and Pakistan.

Within two weeks of his retirement in April, Gottfried legally was back in Pakistan offering to represent Pakistan's textile interests in Washington, for a fee of $1 million over two years.

Call for study of conduct

Lewis said the real issue for former government officials is "what is acceptable, and what should be acceptable conduct in moving from the public to the private sectors."

Claiming that other governments do not have the same problems, Lewis called for a comparative study of the "international anomaly the United States has become in regards to its former trade officials."

He also said he expected many USTR officials to resign before the end of the year, when new ethics laws take effect that prohibit USTR employees leaving government from working for foreign clients for one year.

Lichtenberg workers can sue over bias, judge says

By Michael Byrne

Judge Bowen pointed out that if the Civil Rights Act of 1990 were law, the workers' rights would be made clear concerning their claims of harassment and discriminatory discharge.

The Civil Rights Act of 1990 may be dead, a victim of President Bush's veto, but the spirit of that act was invoked recently by a federal judge in support of the Clothing and Textile Workers' suit against the anti-union S. Lichtenberg and Co. Inc.

Judge Dudley H. Bowen Jr. of the U.S. District Court for Southern Georgia refused to dismiss the ACTWU complaint that S. Lichtenberg discriminated in the promotion, layoff and termination of certain black and female employees.

In turning back several appeals by company lawyers, Judge Bowen wrote that the union's "allegation appears sufficient" to proceed with the case.

The company had sought dismissal based on the Supreme Court's decision in Patterson vs. McLean Credit Union, one of the cases that would have been reversed under the vetoed Civil Rights Act. In that decision, the court ruled that federal law applies to discrimination in the "making and enforcement" of contracts, and not to on-the-job discrimination such as racial harassment.

But Judge Bowen ruled that Patterson does not apply in the Lichtenberg case, in which ACTWU claims discrimination in promotion and termination, and also in retaliation against workers who oppose unlawful discrimination. These instances of alleged discrimination go to the heart of the contract, he said.

The judge pointed out that if the Civil Rights Act of 1990 were law, the workers' rights would be made clear concerning their claims of harassment and discriminatory discharge. His decision was issued before Bush vetoed the bill and the veto was sustained.

ACTWU President Jack Sheinkman noted that, "If George Bush wants to see what American workers are forced to contend with every day in the workplace, he can meet the heroic workers at Lichtenberg. It's a disgrace that he vetoed this necessary piece of legislation."

"Disgraceful" civil rights veto

The judge's decision, said ACTWU Vice President Bruce Raynor, means that "Lichtenberg will now have to explain to the court why the company had almost no black supervisors before the union campaign, why they have been laying off black workers and hiring replacement workers who are white, and why black workers do not enjoy the same privileges as white workers in the workplace."

Other rulings favor workers

Judge Bowen's decision, issued Oct. 18, is one of several recent rulings in favor of the union in its long campaign to win a contract for the 650 workers, who voted for union representation by a three-to-one margin in April 1988.

The National Labor Relations Board on Oct. 24 sought an immediate injunction against the drapery manufacturer for the reinstatement of eight Lichtenberg employees who were replaced and an order enjoining the company from "threatening employees with discharge or any other reprisal in order to discourage employee union membership, activities or support."

The NLRB petition, filed in the Augusta division of the U.S. District Court for Southern Georgia, cited "reasonable cause that Lichtenberg is engaging in unfair labor practices." It seeks an order that the company meet with union representatives and bargain in good faith.

In a ruling by Judge John W. Dunsmore Jr., U.S. magistrate of the Augusta division, Lichtenberg also was ordered to provide ACTWU with requested financial documents, including annual reports, balance sheets and financial statements.

Lichtenberg has claimed that union activities have caused a reduction or cancellation of Lichtenberg business. Dunsmore ruled that the company has not been "entirely forthright" in producing all the necessary information.

Steve Yarmola/AFL-CIO News

Japanese trade union delegation leader Mitsuharu Warashina, deputy president of RENGO, and AFL-CIO President Lane Kirkland sign joint statement addressing special concerns of both American and Japanese workers. The two-day meeting was the first with U.S. labor representatives since the merger of private and public sector unions in the Japanese labor federation.

ACTWU, UFCW members ratify Brown Shoe contracts

St. Louis

Members of two unions representing workers at Brown Shoe Co. — the Clothing and Textile Workers and the Food and Commercial Workers — ratified separate three-year agreements that improve pension and health care benefits and increase hourly wages by 60 cents over the contract term.

The settlements were approved by a 5-1 margin during local ratification meetings. The contracts cover about 7,000 UFCW and ACTWU members at 19 plants in four states — Missouri, Tennessee, Illinois and Arkansas.

The new contract increases pension benefits by $1.25, to $8.50 per month per year of service, raising monthly benefits to $170 for a new retiree with 20 years of service.

The agreement also provides for the two unions and Brown to negotiate health care cost discounts with local providers, with rebates to be shared equally by workers and the company's health insurance plan. The lifetime maximum health benefit was raised to $110,000 and disability benefits were improved.

Hourly wages, which now average about $5.96, will increase by 60 cents over the contract term.

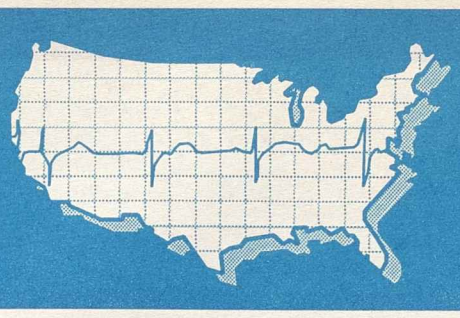
Earlier, union members rejected by a 70 percent margin a company proposal that did not address health care and pension concerns.

That vote showed that union members "were willing to turn away a contract offer. . . and fight for what they needed," the unions said in a joint statement.

Brown, the largest manufacturer of women's shoes in the United States, has closed 20 factories since 1970, falling victim to a flood of shoe imports.

Congressional efforts to set some limits on increasing numbers of shoe imports failed last month with President Bush's veto of the Textile, Apparel and Footwear Trade Act.

AFL-CIO Health Care Campaign



Austin: *Scattered local efforts can't compensate for national failure on health care needs*

By Rex Hardesty

The AFL-CIO health care reform campaign saved the worst until last, when the eighth and final hearing landed Oct. 25 in Austin, Texas, the heart of the area with the most people without health care benefits.

With 26.9 percent of its citizens uninsured, Texas is second only to New Mexico's 28.1 percent. Texas ranks 48th among the states in percentage of women who receive adequate prenatal care, and 48th in terms of the percentage of poor people covered by Medicaid.

Witnesses at the health care hearing made clear to AFL-CIO Secretary-Treasurer Thomas R. Donahue and Machinists President George Kourpias that they understand how the region's health care crisis affects government, employers, health care providers and the workforce.

Agency conflicts

Government acts as if it were four different, competing and overlapping entities, said Texas State Rep. Nancy McDonald. Separate agencies handle Medicaid and public health and still another steps over all the same ground handling mental health and retardation.

As a border state, she said, "our health and environmental problems are federal, not just state issues: the waste from maquiladora plants across the border, the air pollution hanging over El Paso and the number of women who cross the river to deliver a child at our public hospital."

The working population under age 65 without health benefits grew by 20 percent between 1979 and 1987, McDonald said, but "persons in this bracket without health insurance grew a whopping 46 percent." Today, "87 percent of uninsured persons in this state are in working families."

Travis County (Austin) Judge Bill Aleshire said the fact that "political cowards sidestep their duty" at other levels of government and pass it down to the community "causes us to be wasteful and ineffective in our scattered local efforts to compensate for this national failure."

In Texas, he noted, a state legislative decision to pass Medicaid funding to the local level, to be taken out of local property taxes, effectively denies the state matching federal funds, for which the local jurisdiction is not eligible. He also noted the bad economics in refusing to commit to prenatal and pediatric care, even though "the health of our children determines our productivity in the future."

Millions excluded

Jose Camacho, director of the Texas Association of Community Health Centers, described a federal program for the "poorest, most medically underserved areas of Texas" that reaches less than one-fourth of those in the direst need, even though it's serving 6 million people.

In what Donahue described as "some of the most frightening testimony we've heard in all of the hearings," King Hillier of the Harris County (Houston) hospital district described such "ethical decision-making" as choosing whether to quit serving premature babies, or the indigent elderly or those infected by HIV, the virus that causes AIDS.

Hillier estimated that every $1 invested in prenatal care would save $6 in caring for the babies.

Noting that the Louisiana legislature jumped into action when the public hospital system in New Orleans closed down, Hillier wondered if it would take such a crisis to make Congress pay attention.

Plight of working poor

State Sen. Chet Brooks said a recent statewide survey revealed that workers had to earn wages around 250 percent of the poverty level in order to pay the full employee share of health care insurance premiums. But the Texas state Medicaid requirements, which Brooks called one of the most stringent in the country, remove from eligibility everyone at 130 percent of the poverty level.

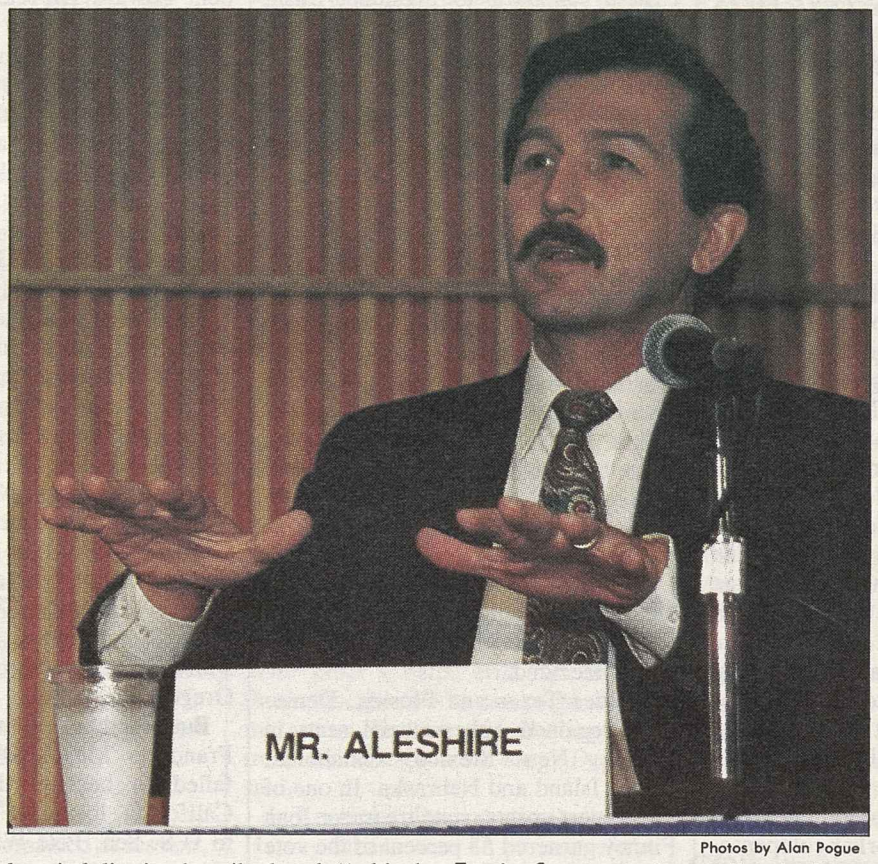
The current federal poverty level is $6.09 an hour, or $12,675 a year. Thus, people who earn $7.91 an hour, or $16,477 a year, are ineligible for Medicaid because they are 130 percent of the poverty level. But the state survey revealed they do not feel able to afford private health insurance until they rise to $15 an hour.

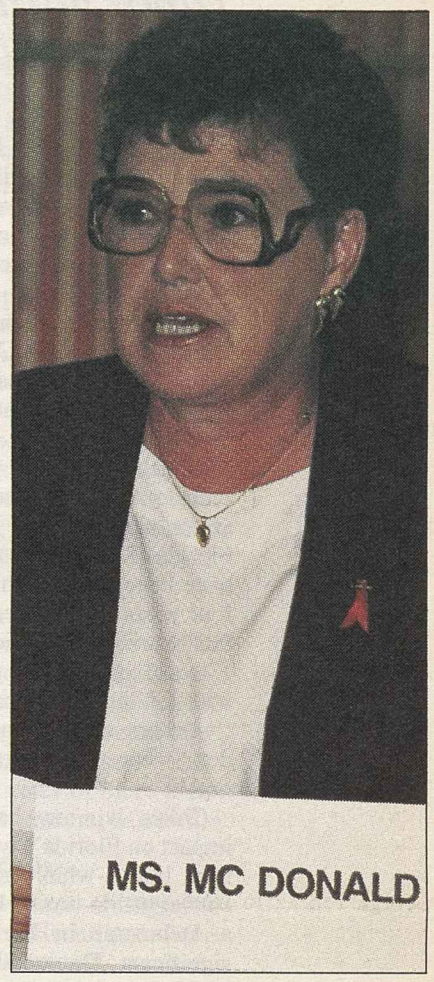
Employer frustration was described by Dale Hoagland of the Food and Commercial Workers, who cited an employer who proposed taking the $2.54 per hour the company now contributes to health benefits, increasing it by $1.20 over the next three years, and handing it over to the workers as wages to let them and their union decide how to handle health care.

"The only problem is the $1.20 increase would not even cover increased health care costs, let alone provide a raise for members," Hoagland said. In another UFCW unit, he said, a Health Maintenance Organization was created in 1988 to cut costs from $600 to $400 per employee per month, but the cost jumped back to $500 two years later, even with the HMO, he said.

Health care providers in Texas are long on facilities and short on personnel, Hoagland reported. Overbuilding in Houston, for example, caused rates to rise on occupied rooms to pay for the vacancies — exactly the opposite of how the "free market" is supposed to function, he said. At the same time, Texas is 15 percent short of the nurses it needs and training of health care professionals lags behind demand.

Also testifying were Mariana Moreno of the Clothing and Textile Workers and Jose Benavides of AFSCME.





Photos by Alan Pogue

Travis County Judge Bill Aleshire, above, and State Rep. Nancy McDonald, right, describe problems of Texas's unmet health care needs.

Federation Secretary-Treasurer Thomas R. Donahue and Machinists President George Kourpias monitor the hearing.

FOCUS

Voters reject Bush's domestic agenda

Governors:
Labor gains friends in Texas, Florida

By James B. Parks

Labor-backed candidates took two out of the three big governors' races last week, winning in Florida and Texas, but losing a close race in California.

Former U.S. Sen. Lawton Chiles ousted incumbent Republican Gov. Bob Martinez in Florida. Chiles, who refused to accept any campaign contributions larger than $100, beat Martinez by 57 to 43 percent.

Daniel J. Miller, president of the Florida AFL-CIO, hailed Chiles' win as "a major victory for the state of Florida. The conservative Republicans have been running things for the past four years and workers have not had a fair hearing," he said.

Based on labor's past relationship with Chiles as a senator, Miller said "workers will at least have an open door where we can talk to the governor."

Chiles' win may have an immediate impact on Florida's worker compensation laws, which the unions have challenged in court, Miller said. With a Democrat in the statehouse and significant Democratic wins in the legislature, the atmosphere has changed as far as labor issues are concerned, he said.

In a big blow to President Bush, Texas State Treasurer Ann Richards came from behind to narrowly defeat Republican Clayton Williams to regain the statehouse for the Democrats. Bush had spent the last days of the campaign in his adopted home state stumping for Williams.

Richards "the perfect person"

Joe D. Gunn, president of the Texas AFL-CIO, said Richards' victory was "fantastic." Richards, who once was married to the state federation's general counsel and whose daughter and son-in-law are Service Employees organizers, "thinks like working people. She is the perfect person to know our feelings on redistricting and other issues," Gunn said.

AFL-CIO-endorsed candidates, all Democrats, captured seats held by Republicans in seven states, with one race undecided.

Besides Texas and Florida, Democrats regained gubernatorial seats in Kansas, New Mexico, Oklahoma, Rhode Island and Nebraska. In one of the biggest upsets, state treasurer Joan Finney garnered 53 percent of the vote to topple incumbent Mike Hayden in Kansas.

In New Mexico, former governor Bruce King won with 54 percent of the vote. In Oklahoma, David Walters tallied 64 percent to win and in Rhode Island Bruce Sundlun trounced incumbent Edward DiPrete by about a 3-1 margin.

The New Mexico and Oklahoma victories are especially important for labor because they lessen the possibility of those states facing another of their periodic right-to-work campaigns.

In Nebraska, Ben Nelson, a businessman in his first statewide race, defeated incumbent Gov. Kay Orr by about 5,000 votes.

The wins in Texas and Florida, coupled with easy Democratic victories in New York and Pennsylvania, give labor's allies an advantage as the states begin legislative redistricting after the 1990 census. Florida and Texas combined will pick up seven new congressional seats in the next congressional elections.

Significantly, three of the labor-backed winners are women. Besides Richards and Finney, Barbara Roberts won a tight race to become governor of Oregon.

But another woman, former San Francisco Mayor Dianne Feinstein, failed to become the governor of California, losing by 49 to 46 percent to U.S. Sen. Pete Wilson.

Arizona undecided

In the undecided race, former Phoenix mayor Terry Goddard, the COPE-endorsed Democrat, and real estate developer Fife Symington finished in a dead heat in the race for Arizona's governorship.

Goddard finished 3,500 votes behind Symington in a race in which the number of write-in votes denied either major candidate a majority. Arizona law requires that the winner receive a majority of votes. State officials said the race will be decided in a runoff.

Of the 12 incumbent governors backed by the AFL-CIO, 10 were re-elected. Those included Bill Clinton of Arkansas, Roy Romer of Colorado, John D. Waihee II of Hawaii, Cecil Andrus of Idaho, William D. Schaefer of Maryland, Robert J. Miller of Nevada, Mario Cuomo of New York, Robert Casey of Pennsylvania, Ned McWherter in Tennessee and Mike Sullivan of Wyoming.

Another AFL-CIO-endorsed winner was Georgia Lt. Gov. Zell Miller, who succeeds Democratic Gov. Joe Frank Harris.

Illinois' statehouse remained in Republican hands as Attorney General Neil Hartigan lost to Jim Edgar. Ohio's Anthony Celebrezze lost his bid to succeed Democratic Gov. Richard Celeste, and John Silber lost a close race to succeed Michael Dukakis as governor of Massachusetts. Hartigan, Celebrezze and Silber were COPE-endorsed.

Two incumbent Democrats, Minnesota's Rudy Perpich and Michigan's James Blanchard, were defeated in their bids for re-election.

The AFL-CIO did not endorse candidates in the Alaska and Connecticut governors' races. Independents Walter Hickel and Lowell Weicker, respectively, won those races. Weicker was a COPE-endorsed Republican when he lost his Senate seat in 1988.

House:
74% of endorsed candidates win

By John R. Orave

The Democratic majority in the Hous rolled up its widest advantage ove Republicans since the 1982 congres sional races, as 73.8 percent of COPE backed candidates won. Democrats, s far, have a net gain of eight seats.

Of the 343 candidates that unio members endorsed in the House elec tions, 253 were elected, according t COPE's tracking polls.

With the final outcome of a few clif hangers still to be determined — in cluding the possible upset defeat o right-wing Republican Whip Newt Gin grich — the new makeup of the Hous in the 102nd Congress likely will be 26 Democrats, 167 Republicans, and on independent Socialist who is expecte to join the Democratic caucus.

Going into the off-year elections, th Democrats had a 258-175 edge over th Republicans. There were two vacan cies. With the 258 seats, the Democra were already at a historical high a midterm elections during a Republica presidency — thus, limiting the possibility of gaining even mor ground.

Bush role fizzles

Attempts by President Bush to blam the Democrats for the nation's falte ing economy in calling on the electorat to boost Republican representation i Congress simply fell flat. The label a the party of the rich took its toll of GO candidates.

As the campaign wound down, Re publican strategists had Bush shift em phasis to the Persian Gulf crisis in a effort to rally patriotic sentiments as way of cutting GOP losses in Congres Some political analysts said the tact paid off.

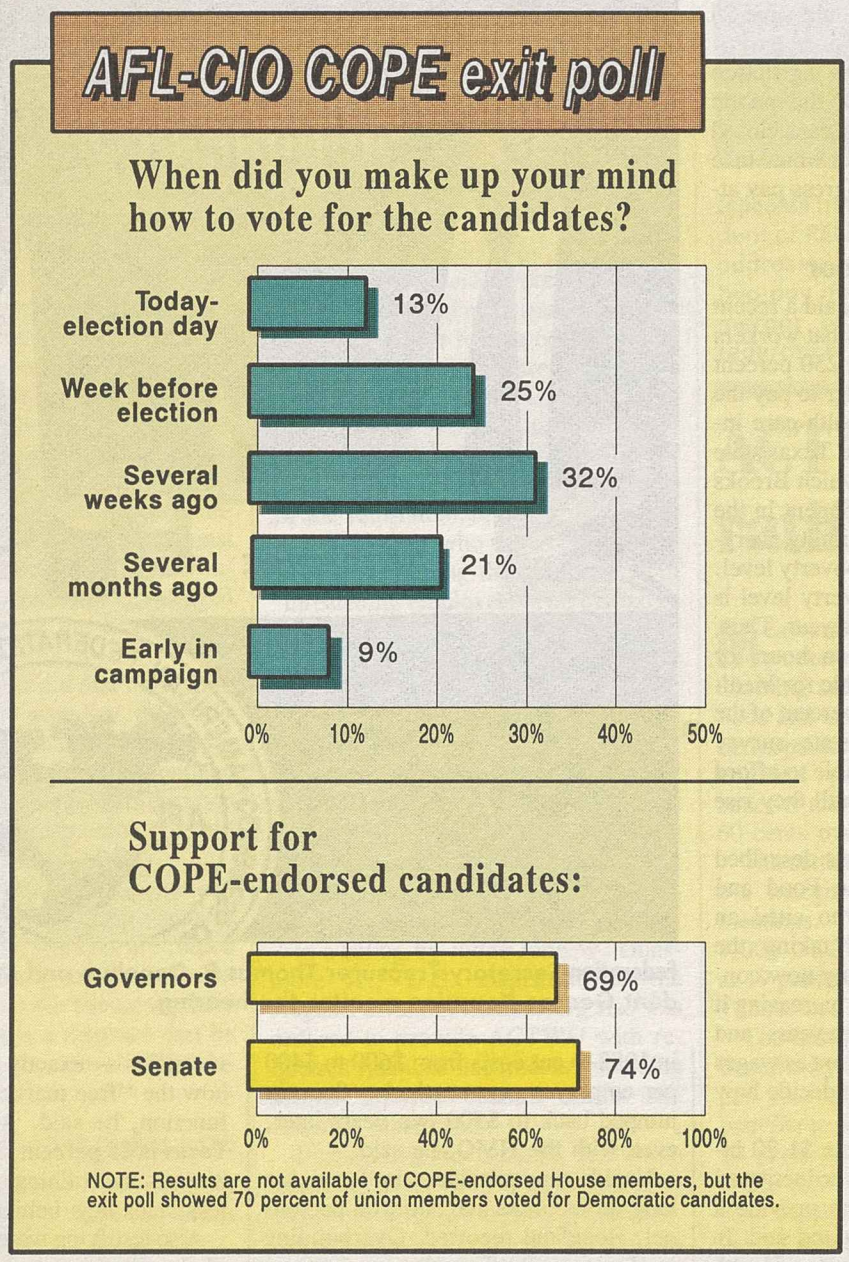
Actually, Bush is now seen as a detr ment in the across-the-country cam paign blitz he made for GOP candidate between Oct. 15 and Nov. 5. In the 2 contests for the House, Senate an statehouses in which Bush tried t spread his coattails, Republicans lost 1 and won only seven.

"Americans read George Bush's lips they made it clear they didn't like h message," said Rep. Beryl Anthon (D-Ark.), chairman of the Hous Democratic Campaign Committee "All over the country, voters snubbe candidates Bush campaigned for, show ing Bush has no coattails."

In the House, Democrats picked 1 seats from Republicans, while the GO took over six seats held by Democra in the last Congress.

Gingrich under fire

That does not include Georgia's 6t Congressional District, where Gingric was clinging to a 384-vote lead the da after the election. Under law, labo endorsed Democrat David Worley ha the right to call for a recount sinc Gingrich's edge is well within 1 percen of the total vote. Worley refused to co



Survey of 1,207 residents of AFL-CIO union households by the Wilson Center and Compucall.

AFL-CIO NEWSGRAFIC

mid-term elections

le the election and said he will indeed mand a recount.
ingrich, a fanatic conservative, car- a lifetime COPE voting record of 9 percent ''right.'' He further ered union members in his district his role in blocking federal media- of the Eastern Airlines strike.
razor-thin contest in Missouri's Congressional District could swing ther Republican seat in favor of the nocrats, where incumbent Republi- Jack Buechner was running neck- -neck with COPE-endorsed Joan y Horn.
ouse Majority Leader Richard A. hardt (D-Mo.), who was re-elected dily, said the results of the election ught a clear message.
George Bush cannot win the Con- ss and must no longer rule by veto,'' hardt stressed. ''Next year, he must e to Capitol Hill with an action plan reviving the economy and rework- the system to the benefit of work- families.''
ouse Speaker Thomas S. Foley (D- sh.) said a strengthened Democratic ority will carry a mandate to under- ''a serious review of our national th care system.''
eform of the system, aimed at ging adequate health insurance erage to millions of working ericans, is a top priority in the AFL- 's legislative agenda for the 102nd gress.
there was any substantive anti- mbent sentiment that the Repub- n strategists and the media ex- nded, it was not reflected in the ng results. Roughly 96 percent of incumbent House members were lected.
ut among the losers were Arlan geland (R-Minn.), who was swept by COPE-endorsed Democrat Col- Peterson. In Vermont, labor-backed ialist Bernard Sanders easily ated incumbent Republican Peter th. On the Democratic side, Robert tenmeier of Wisconsin was ousted Republican Scott Klug.

Senate:
Boschwitz defeat victory for labor

By Candice Johnson

Minnesota Republican Rudy Boschwitz was the only incumbent to lose in this year's Senate races, but that one switch gave working people a solid senator in tune with their concerns.

Overall, labor won 60.7 percent of the Senate races — 17 of 28 in which an endorsement was made.

Boschwitz lost to COPE-endorsed Paul Wellstone, by a 52- to 48-percent margin. On labor's reckoning, Boschwitz had a record of voting ''right'' just 17 percent of the time.

Wellstone's victory increases the number of Democratic senators by one to 56, with 44 Republicans.

The Minnesota race turned out to be the only real upset among the 35 Senate races this year, although COPE-endorsed candidates in several states provided serious challenges.

Economic issues

While Congress remained in session, October was filled with news of budget debates and competing tax proposals, making economic fairness a key election issue and scaring incumbents who supported a White House tax plan that would hit working and middle-income families harder than the wealthy.

But those issues were overshadowed in the final week of the campaign by developments in the Middle East. Thus, the much bally-hooed voter disenchantment with their elected representatives produced the net effect of one defeated incumbent.

In North Carolina, incumbent Republican Jesse Helms used a combination of ''anti-liberal'' and racial posturing to defeat COPE-endorsed Democrat Harvey Gantt, 53 to 47 percent.

Election eve polls showed Gantt, the former mayor of Charlotte, in a strong position to win the Senate seat from the three-term conservative Republican, but Helms won with a last-minute media blitz that focused on race.

Three races in particular — Kentucky, Indiana and South Dakota — showed great gains for the Democratic challengers during the final weeks of the campaign, based upon the economic fairness issue, COPE Director John Perkins said, adding that the final results were very close.

In Indiana, state representative Baron Hill garnered 46 percent of the vote to incumbent Daniel Coats's 54 percent. Coats was appointed to complete the unexpired term of Vice President Dan Quayle and, like all incumbents, took advantage of his right to government-subsidized ''franked'' mail to his constituents, to the tune of 13 million pieces in one year.

''The race was much closer than anyone would have thought,'' said state AFL-CIO President Charles Deppert. With labor's help, Hill ran an enthusiastic, grassroots campaign, walking across the state and meeting with trade unionists at each stop, Deppert said.

In Kentucky, Democratic challenger Harvey Sloane won 48 percent of the vote to freshman senator Mitch McConnell's 52 percent tally. McConnell also had used his incumbent status to his benefit against Sloane.

Ron Cyrus, executive secretary-treasurer of the Kentucky AFL-CIO said the state labor movement was proud of its efforts and proud of the Sloane campaign.

''We sent McConnell a clear message that labor in Kentucky is a force to be reckoned with, and that we will be watching him to make certain that he keeps the promises made during the campaign,'' Cyrus said.

While McConnell earlier based his campaign on his close relationship with the White House, ''he abandoned ship at the end,'' Cyrus said, as voter disenchantment over unfair tax and budget proposals grew.

South Dakota's voters returned Republican Larry Pressler to office by a 52-to-45 percent margin, though he faced a serious challenge from COPE-endorsed Democrat Ted Muenster.

President Jack Dudley of the South Dakota AFL-CIO said Muenster continued to build momentum into the final days of the campaign, but was hurt by Pressler's incumbency.

Despite Muenster's loss, ''we feel good about the campaign, about knowing that we got people out to vote,'' he said, adding that labor-supported candidates made gains in the state legislature and other statewide offices.

Minnesota AFL-CIO President Dan Gustafson said Boschwitz's identification with President Bush and Republicans as backers of the rich, over the interests of working and middle-income families, was a big factor in Wellstone's win.

Boschwitz's $7 million war chest — more than seven times that of Wellstone — could not overcome his challenger's populist, ''very human'' campaign that united supporters across the political spectrum, Gustafson said. Wellstone won the votes of more than 70 percent of union members, he added.

GOP strategy fails

Overall, the Republican strategy of running experienced House members against incumbent Democratic senators was rejected by the voters.

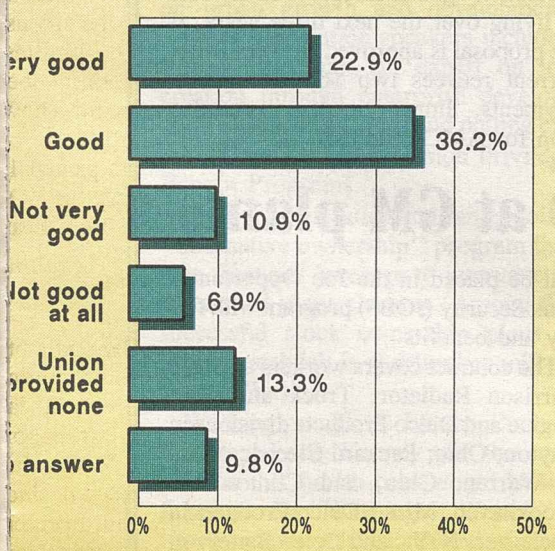
Democrats Paul Simon (Illinois), Carl Levin (Michigan), Claiborne Pell (Rhode Island), and Tom Harkin (Iowa) won re-election despite being targeted by the GOP and facing challenges from longtime House members.

Those senators all have a strong record of voting with labor's concerns: Simon at 90 percent ''right,'' Levin 94 percent, Pell 92 percent and Harkin 93 percent.

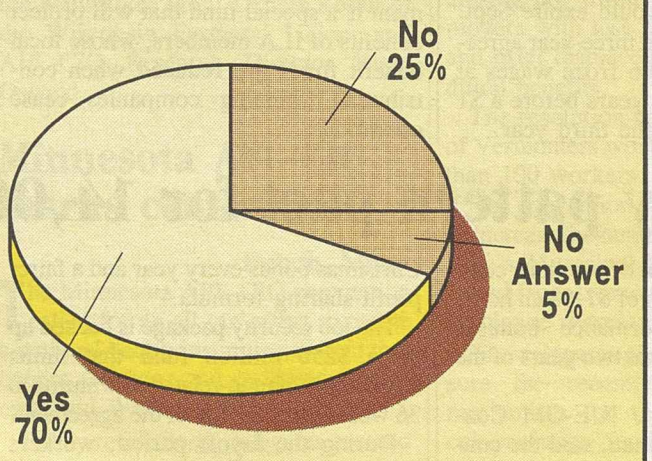
Incumbents in three states were unopposed — Democrats David Pryor in Arkansas and Sam Nunn in Georgia, and Republican Thad Cochran in Mississippi.

AFL-CIO COPE exit poll

How good a job did your union do in providing information about elections?



Did you receive election information from your union?



AFL-CIO NEWSGRAFIC

of 1,207 residents of AFL-CIO union households by the Wilson Center and Compucall.

According to COPE'S election day telephone survey, the budget skirmishes in Washington apparently had union members withholding judgment on candidates until the last several weeks, although roughly 70 percent voted for COPE-endorsed candidates. When 1,207 members of union households were asked what was their best source of election information, members rated their unions third, at 14 percent, behind newspapers (34 percent) and television (28 percent). Union members again turned out in heavier numbers than the electorate at large, traditionally 13 to 15 percent higher, a fact that is figured into exit polling conducted by news media, COPE Director John Perkins said.

UNION NEWS

Babbitt enjoins ALPA's battle to halt cabotage

By James B. Parks

The Air Line Pilots will "resist in the strongest terms" any effort to allow foreign carriers to fly passengers between U.S. cities as a way of boosting airline competition, said the union's president-elect.

Now that deregulation has flopped, Capt. J. Randolph "Randy" Babbitt said, the Bush administration is pushing the idea that European carriers be given cabotage rights in the United States. Such a move would cripple the U.S. airline industry and hurt workers, Babbitt said.

Babbitt was elected ALPA president during a meeting of the executive board Oct. 24. He takes over the throttle of the Air Line Pilots on Jan. 1, 1991, succeeding Capt. Henry A. Duffy, who is retiring.

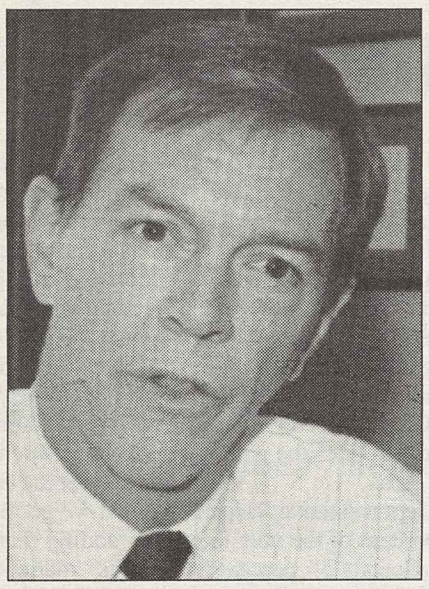
Cabotage would allow foreign carriers, such as Germany's Lufthansa, to compete with U.S. carriers along U.S. routes. Lufthansa now can fly passengers from Frankfurt to New York or from Frankfurt to Washington, but not from New York to Washington.

To allow European carriers unrestricted access to the U.S. markets would create an "unbalanced and unfair" system, Babbitt said. Because many foreign carriers are subsidized by their governments and others pay low wages, cabotage would cause a downward pressure on pay and benefits in the United States, he said.

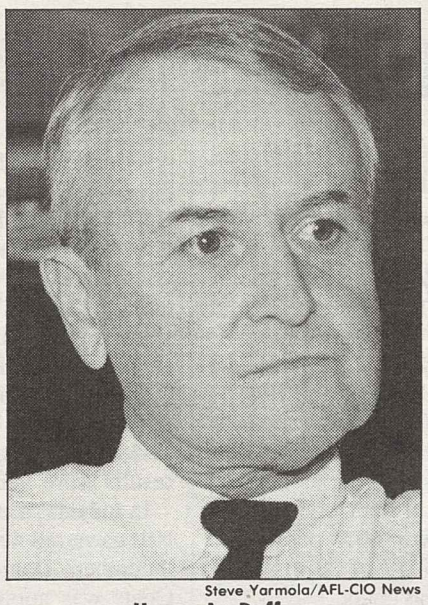
"Every pilot will support" the ALPA's effort to stop cabotage, Babbitt said.

Duffy, who is retiring after eight years at the helm of the union, called cabotage the single, most important issue of the 1990s, comparing its impact to that of deregulation in the 1980s.

Deregulation, a product of the Reagan presidency, hurt workers and the union, Duffy and Babbitt said, forcing them to focus on rebuilding member confidence through coalitions and increased communications. "We're going back to basics," Babbitt said.



J. Randolph Babbitt



Steve Yarmola/AFL-CIO News

Henry A. Duffy

Duffy said his greatest accomplishment was protecting wages and workers during one of the most anti-labor periods in U.S. history. He is particularly fond of having driven Frank Lorenzo, former head of Eastern Airlines, out of the business and "defeating that kind of management."

One of Duffy's legacies is a major television and radio ad campaign, announced last month, aimed at turning around a negative public perception of pilots.

The focus in the media has been on things pilots can't control, Duffy said, such as flight delays. But at the same time, pilots have "created the safest form of transportation on earth."

The media has concentrated on several unfortunate incidents and ignored what 40,000 pilots have been doing right every day, Babbitt said.

"The traveling public would be amazed at how much of our dues go to safety, and not just for things that affect the people in the cockpit," Babbitt said.

The campaign consists of a 30-second spot that will run 150 times on CNN Headline News for four weeks between Oct. 22 and Nov. 18. CNN was selected because it is one of the most watched channels for business travelers, the target audience.

Babbitt said he is optimistic about the negotiations with United Airlines, saying that he is anticipating considerable gains following the concessions the unions had given to United while a buyout by ALPA and two other unions was being considered.

New agreements with Northwest and Delta airlines have set the standard for the industry, he said, by moving away from two-tier pay scales and toward more traditional wages.

"The big companies have been very successful. . .and they have to recognize the employees' involvement in that," Babbitt said. He noted, however, that rising fuel prices caused by the Iraqi invasion of Kuwait may prompt employers to pressure labor to "fix the bottom line."

Deregulation has not increased competition, but has reduced the number of carriers through bankruptcies and mergers, Babbitt said, and those companies will begin to retrench under the double whammy of a recession and higher fuel costs.

That may lead to furloughs, Babbitt said, requiring ALPA to find creative ways to keep its members employed. He said that employee ownership is a good idea that will not go away despite the outcome at UAL.

UAW keeps pattern with Chrysler pact

By Arlee C. Green

The UAW wrapped up its 1990 round of bargaining with the major automakers by reaching a tentative, pattern-matching agreement with Chrysler Corp., whose 63,000 employees currently are voting on the package.

The union's Chrysler bargaining council handily approved the tentative contract, which UAW President Owen Bieber declared is "a pattern settlement in all respects." The membership vote will be completed by Nov. 18.

After reaching a pattern-setting accord at General Motors Corp. for 300,000 workers, the UAW crafted a similar settlement with Ford Motor Co. Chrysler, smallest of the Big Three, was seen as perhaps the automaker that would be hardest pressed to meet the terms of the pattern package, especially on health care coverage.

The UAW turned back the company's efforts to trim its health insurance coverage, and improved benefits for dental, mental health and substance abuse services.

The proposed job and income security provisions are underwritten by a $564 million commitment from Chrysler, the union said. Volume-related layoffs are limited to 36 weeks. During that time, workers would receive SUB benefits and, after 36 weeks, Chrysler must recall workers or place them in a job bank at full pay.

A key difference in the Chrysler accord, however, is a provision that will allow the 3,500 members of UAW Local 110 in St. Louis to vote on a scheduling change that would provide a 35-hour work week with 40 hours' pay, in exchange for an altered shift pattern.

Chrysler wants to go to a three-shift operation at the St. Louis plant that produces its hot-selling minivan. Required overtime will be limited to not more than two of every three Saturdays. The St. Louis local can require Chrysler to develop two alternative schedules which would be submitted for a vote.

The tentative accord would raise wages by 3 percent the first year and provide 3-percent lump-sum bonuses in each of the following two years.

The union said that current and future retirees will be afforded unprecedented protection against increases in the cost of living over the next three years, if the proposal is approved. It would allot current retirees two $630 lump-sum payments. Improvements were also won for AMC retirees.

Longshoremen gain accord on master contract

The Longshoremen reached tentative agreement on a new master contract with waterfront shipping companies, covering some 60,000 ILA members who work the docks on the East and Gulf coasts.

The accord would replace the current pact that expires Nov. 30. Full details of the agreement are being withheld pending membership ratification.

Local agreements also must be reached before the new master agreement could take effect, ILA media representative James McNamara said. Negotiations are continuing on local issues at individual seaports.

The tentative agreement calls for wages to rise $1 an hour annually in four steps — from $18 to $22 an hour when the contract would expire Sept. 30, 1994. The current three-year agreement reached in 1986 froze wages at $17 an hour for two years before a $1 raise took effect in the third year.

The master accord was extended for 14 months in mid-1989 after union and management representatives agreed to establish a joint panel to address competitive pressures at ports under ILA contracts.

One feature of the tentative agreement is a special fund that will protect benefits of ILA members, whose local benefit funds are reduced when contributing shipping companies cease operations.

Electronic Workers ratify pattern pact for 14,000 at GM plants

The Electronic Workers overwhelmingly ratified a new three-year agreement with General Motors Corp. that provides gains for IUE's 22,000 active and 14,000 retired members at GM.

The accord, approved by a 9-1 margin, is similar to the UAW's pattern-setting contract last month. It provides a 3-percent across-the-board pay increase the first year, along with a 30-cent hourly boost for skilled trades workers and a fold-in of previous cost-of-living adjustments of $1.68 an hour. Three-percent performance bonuses will be paid in the final two years of the contracts.

Frank Sollitto, the IUE-GM Conference Board chairman, said the contract "provides greater job security than ever before, excellent improvements in our pension plan, improved wages, full protection against inflation, a $600 Christmas bonus every year and a fairer profit-sharing formula."

The job security package is backed up by a $250 million fund that limits layoffs for volume-related downturns to 36 weeks over the life of the agreement.

During the layoff period, workers receive supplementary unemployment benefits. After 36 weeks, the member must be recalled.

If no jobs are available, the worker will be placed in the Job Opportunity Bank Security (JOBS) program with full pay and benefits.

The contract covers workers at GM's Harrison Radiator, Truck and Bus, Engine and Delco Products divisions in Dayton, Ohio; Packard Electric plants in Warren, Ohio, and Clinton and Brookhaven, Miss.; Delco Products in Rochester, N.Y., and Delco Battery in New Brunswick, N.J.

Inbrief

Illinois delegates plan for memorial

Delegates to the Illinois AFL-CIO convention committed their locals to raise $200,000 for a permanent workers' memorial sculpture to be placed on the lawn at the state capitol in Springfield in April of 1992.

They passed resolutions of support for national health care reform and congressional action on the anti-strikebreaker bill.

The convention closed with a political rally at which Sen. Paul Simon spoke along with the labor-endorsed candidates for state office: gubernatorial nominee Neil Hartigan, Secretary of State Jerry Cosentino, Attorney General Roland Burris, Comptroller Dawn Clark Netsch, and Treasurer Patrick Quinn. All are Democrats.

AFL-CIO Secretary-Treasurer Thomas R. Donahue and COPE Director John Perkins also spoke to the closing rally.

The convention heard a report on the state AFL-CIO's postcard lobbying campaign to get a state family and medical leave bill signed by Gov. Jim Thompson. The 20,000 postcards featured the artwork of 7-year-old Adam Greenfield, who showed his drawing to Thompson when the governor addressed the convention.

Thompson did not mention the family and medical leave in his speech and vetoed the bill a few days later. It was the second time he had vetoed the measure.

The Illinois convention also heard from Jack Otero, the Transportation Communications Union vice president who heads the Labor Council for Latin American Advancement; Richard Womack, chairman of the AFL-CIO Civil Rights Department; Sen. Alan Dixon (D-Ill.), and Rep. Charles Hayes (D-Ill.)

Bob Kite/AFL-CIO News

During the Illinois AFL-CIO convention, Gov. Jim Thompson reviews Adam Greenfields's handiwork on postcards urging the state to enact family leave. Thompson vetoed the bill for a second time a few days later.

Washington charts health care reform

Spokane, Wash.

The Washington AFL-CIO mapped plans for a statewide effort to reform health care and heard Oil, Chemical and Atomic Workers Secretary-Treasurer Anthony Mazzocchi outline the urgency of health care coverage for all citizens.

The state convention also heard from House Speaker Tom Foley and Gov. Booth Gardner and voted to take no position on Initiative 547, a state ballot question placing statewide restrictions on urban growth and development.

Other convention speakers included Robert Friedman, an expert on job creation through enterprise development in depressed areas and polling expert Carol Keegan of Union Privilege Benefit Programs.

The state federation runs an ongoing "alternative ownership" program that uses financial leverage to intervene in threatened plant closures. Among the successful stock ownership plans it helped establish is at a lumber mill in Omak, Wash.

Washington State Labor Council President Larry Kenney told the convention that health care would be the first topic for "Washington Works," a new 30-minute television show scheduled to run 26 weeks.

The convention also unveiled a new publication called "Working Together," which features portraits and profiles of Washington state union workers by photographer Fritz Dent.

Wisconsin delegates re-elect top officers

Green Bay, Wis.

The Wisconsin AFL-CIO convention re-elected its top officers in a meeting that included the largest number of women delegates — 20 percent — in its history.

President Jack Reihl called for a new commitment to "traditional union values" such as taxation based on ability to pay, workers' right to strike, decent paying jobs, health insurance, child care and education for all.

"Let's take pride in the side we have chosen for justice, fairness and the dignity of labor," he said.

The delegates re-elected Reihl, Secretary-Treasurer David Newby, Executive Vice President Joseph Gruber and all the members of the executive council.

The delegates endorsed several candidates for statewide office: Tom Loftus for governor, Jim Doyle for attorney general, and Jerome Van Sistine for the U.S. House of Representatives. All are Democrats.

AFL-CIO Secretary-Treasurer Thomas R. Donahue praised the progress of the labor movement in the state and stressed the importance of the elections to both the state and nation.

Other speakers included U.S. Rep. Jim Moody; Ellen Bravo, director of the Milwaukee 9to5; Dennis Rosen of the Wisconsin Farmers' Union; and AFL-CIO Research Director Rudy Oswald.

Minnesota AFL-CIO marks centennial

Duluth, Minn.

The Minnesota AFL-CIO convention called for an all-out effort to create a national health insurance system that covers everyone and endorsed Democrat Paul Wellstone for the Senate.

In key resolutions, delegates pressed for a substantial staffing increase of state OSHA field inspectors and an amendment to the Minnesota constitution to dedicate 40 percent of state lottery proceeds to the environmental and national resources trust fund.

The 741 delegates celebrated the 100th anniversary of the state labor federation, which was chartered by the AFL in 1890. Greetings were made in a video tape from AFL-CIO President Lane Kirkland and Secretary-Treasurer Thomas R. Donahue.

Convention speakers included AFL-CIO COPE Director John Perkins, Organizing Institute Director Richard Bensinger and Dennis Kivikko, manager of the federation's Union-Industries Show — which will be held in Minneapolis next May.

Vermont AFL-CIO boosts per capita

The Vermont AFL-CIO mapped out its legislative agenda, marched in solidarity with the Greyhound strikers and increased its per capita during its annual three-day convention in Burlington.

Delegates raised the per capita by 10 cents to 55 cents, effective Jan. 1, 1991. The annual affiliation fee was also raised from $15 to $25.

The convention showed its solidarity with Amalgamated Transit Union members on strike against Greyhound by picketing the nonunion Vermont Transit Co. Inc., a wholly owned subsidiary of Greyhound, where employees were fired for not crossing the ATU picket lines. The state legislature recently passed a joint resolution condemning the company's actions.

The 77 delegates called for state legislation to extend the federal plant closing law through coverage of employers with less than 100 employees and offer displaced workers some addition benefits.

The resolution noted that a majority of Vermonters work for firms with less than 100 workers.

The convention also urged legislation to increase the number of trustees on the state's Municipal Employee Pensions Board from five to six, with designated employee representation.

The delegates pledged to work to insure the recently enacted funding mechanism for the state's workers' compensation fund isn't undercut by employers. A small surtax was added to the insurance premiums employers pay for workers' compensation coverage.

Kentucky convention votes COPE changes

Louisville, Ky.

The Kentucky State AFL-CIO convention last month adopted a resolution allowing the state COPE to endorse candidates immediately after filing deadlines instead of on specific annual dates.

Ray Crider, Kentucky's COPE director, said the change will allow labor to help its friends at the earliest possible opportunity in their campaigns.

The state federation's 20th biennial convention was highlighted by an AFL-CIO national health care hearing which followed the opening ceremonies.

AFL-CIO President Lane Kirkland chaired the hearing panel which included Vice Presidents Richard Trumka of the Mine Workers, William Bywater of the Electronic Workers, and Joyce Miller of the Clothing and Textile Workers.

The convention also adopted a resolution calling for reform of the national health care system.

The state federation honored the Human Resources Development Institute on its 21st anniversary. Kentucky State AFL-CIO Secretary-Treasurer Ron Cyrus said the HRDI is among the most valuable tools available to labor unions.

COPE, political action pressed in Missouri

St. Louis

Delegates to the Missouri AFL-CIO convention elected top officers and called on affiliates to increase contributions to labor's get-out-the-vote activities.

The 350 delegates returned President Daniel J. "Duke" McVey and Secretary-Treasurer Donald F. Owens to office, and elected Donald Gralike vice president. Gralike succeeded Emmett Mayer, who retired after serving as vice president for 20 years.

Delegates approved endorsements in key federal, statewide and state legislative political races, endorsing three challengers and five incumbents for the U.S. House of Representatives.

The convention also pressed for national health care reform and called for affiliates to support the newly formed Missouri labor communications association.

Mine Workers hail pension commission report

By James B. Parks

Mine Workers President Richard Trumka hailed a report by the blue-ribbon commission on miners pension funds as a ''victory for industry retirees.''

The panel agreed that those companies still in business should be required by law to share the health care costs for their retirees, and future trimming or dumping of retiree health care costs should be outlawed.

''All the commissioners firmly believe that these retirees were promised health benefits for life and that their promise needs to be honored,'' said Trumka, who was the only labor representative appointed to the panel.

Labor Secretary Elizabeth Dole appointed the commission in March to review health care and pension benefits for retired miners and their families. The recommendations carry the force of government support, although not the force of law.

"All the commissioners firmly believe that these retirees were promised health benefits for life and that their promise needs to be honored."

—UMWA President Richard Trumka

The 1950 and 1974 UMWA health benefit trusts, which serve 127,000 retired miners, widows and dependents, are $88 million in debt.

Two groups of retirees are covered by the funds: those whose last employer is still a signatory to the National Bituminous Coal Wage Agreement and is still contributing to the fund, and ''orphans,'' which consists of retirees whose last employer did not sign the agreement or no longer is in business.

The panel was unanimous in its recommendations for employees of current contributors, but sent two proposals to Dole on how to handle financing for orphans.

A majority of the commissioners recommended a proposal that would create a separate fund for current and future orphans. The new fund would be funded by an industry-wide fee, including a fee on imported coal.

Both union and non-union retirees whose companies go out of business would receive benefits from the fund. The proposal was submitted by Trumka and Robert H. Quenon, chairman of the Bituminous Coal Operators Association.

''The orphans are the industry's historic legacy,'' Trumka said. ''As such, the industry as a collective group should ensure that those promised benefits are delivered.

The report ''makes it absolutely clear that the problems facing the funds cannot be solved in collective bargaining and will require legislation in order for the promised benefits to be delivered,'' Quenon said.

The second alternative, supported by a small number of members, would limit the obligation to cover orphans to current and former signatories and would only cover union retirees.

Dole praised the commission's dedication and thoroughness. ''it is my hope that the commission's recommendations can be an important resource in crafting workable solutions for all involved,'' she said.

Dole had announced the 11-member commission along with the settlement reached by the UMWA and Pittston Coal Group Inc., which ended an 11-month strike by 1,700 miners.

The commission also agreed that surplus pension fund assets should be used to help fund the deficit and that any health care package should include managed care and cost-containment measures.

Unemployment rate steady despite round of layoffs

By John R. Oravec

More than 180,000 workers dropped out of the labor force in October, ceasing to look for hard-to-find jobs. Thus, the unemployment rate stayed at 5.7 percent, despite another 142,000 layoffs in construction and manufacturing.

But even with an over-the-month pickup of 74,000 service-sector jobs, total employment dropped by 187,000, the Bureau of Labor Statistics reported, with 7.1 million officially jobless.

AFL-CIO economist Markley Roberts said the grim statistics are ''more signs of recession.''

Roberts noted that in the first half of the year, the number of jobs rose by 500,000. But since June, employment has dropped by 700,000.

''The labor force has shown no growth since spring, although the working age population continues to grow,'' he observed. ''This reflects declining labor force participation by teenagers and women who are less likely to look for jobs when jobs are less available.''

Many under-employed

The BLS data showed that 13.4 million workers were afflicted by unemployment or under-employment — 7.1 million officially jobless, 835,000 discouraged workers, and 5.5 million in part-time jobs for economic reasons.

Of the 7.1 million unemployed, only one in three was certified to draw jobless benefits last month. Nearly 5 million of the jobless workers are deemed ineligible for compensation.

October is the third month in succession that more industries lost jobs than gained them, BLS said. There were 80,000 job losses in construction, 60,000 in manufacturing and 50,000 in retail trade. Job gains were made last month in health services, up 60,000, and in state and local government, up 45,000.

Since January 1989, manufacturing has lost 580,000 jobs while construction lost 185,000 in the last five months. Throughout much of the 1980s, the higher-paying factory jobs evaporated while numerous lower-paying jobs were added in the services sector.

Meanwhile, Ford Motor Co. and General Motors Corp. said they would temporarily lay off 50,000 workers before Thanksgiving to reduce production in line with lower orders for cars and trucks. GM announced earlier that it will permanently close four U.S. assembly plants that had been temporarily shut down. It indicated that five other plants may be closed over the next three years.

Large states hit hard

BLS said unemployment increased in nine of 11 large states, including Michigan, where the jobless rate rose by 0.2 percentage points to 7.4 percent. Besides Michigan, large states with jobless rates in excess of the national average are California, Florida, Illinois, Massachusetts, Ohio and Pennsylvania.

Several smaller states had jobless rates in excess of 6 percent back in August, according to a separate BLS report. They are: Alabama, 7.6 percent; Arkansas, 6.1 percent; Indiana, 6.5 percent; Louisiana, 6.4 percent; Mississippi, 7.9 percent; New Mexico, 6.1 percent, and West Virginia, 8.7 percent.

In other economic reports:

- The government's index of leading economic indicators dropped 0.8 percent in September, after plunging 1.2 percent in August and holding flat in July. Nine of the index's 11 components pointed down in September, the Commerce Department said.
- Earlier, the department said the gross national product in the third quarter grew at a sluggish 1.8-percent annual rate, although it was higher than what many private economists expected. Some foresee the GNP rate to be revised downward in coming weeks.

For the first nine months of the year, the GNP increase was only 1.3 percent, sharply lower from the 2.3-percent annual growth rate for the comparable 1989 period.

- Manufacturing activity declined in October for the fourth month in a row, the National Association of Purchasing Management said. The association's index dropped a full percentage point last month to the lowest level since the 1982 recession.
- Construction spending fell in September to 2.8 percent, the steepest plunge in a decade, the Commerce Department said. Government and nonresidential spending came to an annual rate of $428 billion, the lowest since November 1988.

Statistics at a Glance

Unemployment

	Oct. 1989	Sept. 1990	Oct. 1990
Unemployment (official)	5.3%	5.7%	5.7%
Men (20 and Over)	4.5%	5.1%	5.1%
Women (20 and Over)	4.8%	5.0%	4.9%
Teenagers	14.9%	15.5%	16.2%
White	4.5%	4.8%	4.9%
Black	11.7%	12.1%	11.8%
Hispanic	8.0%	8.7%	8.1%
Unemployed Receiving Jobless Benefits	31.3%	31.9%	34.3%
"Real" unemployment rate*	9.7%	10.6%	10.6%

Employment

	Payroll Employment in Oct. '90	Change Since Sept. '90	Change Since Oct. '89
All nonfarm industries	110,493,000	-68,000	1,513,000
Construction	5,103,000	-80,000	-136,000
Manufacturing	18,956,000	-61,000	-378,000
Transportation, Utilities	5,877,000	9,000	206,000
Retail & Wholesale Trade	26,140,000	-59,000	162,000
Finance, Insur. & Real Estate	6,853,000	1,000	97,000
Services	28,500,000	93,000	1,092,000
Government	18,329,000	30,000	445,000

Economic Growth

	First 9 months 1989	First 9 months 1990
GNP Growth	2.3%	1.3%

Collective Bargaining

	First Year	Contract Term
Average Wage Increase**		
First 9 months 1990	3.9%	3.3%

*Includes discouraged and part-time workers who want full-time jobs
**Excluding bonuses and cost-of-living increases

Basic wage settlements averaging about 4 percent

By John R. Oravec

Basic wage increases in major contract settlements reached in the first nine months of 1990 averaged 3.9 percent in the first contract year and 3.3 percent annually over the term, the Bureau of Labor Statistics reported.

The last time these private industry contracts were negotiated, either in 1987 or 1988, pay gains averaged 2.3 percent in the first year and 2.1 percent a year over the term. Under the BLS settlements series, major contracts cover bargaining units of 1,000 or more union members.

Not included in the BLS compilation for 1990 pay gains are lump-sum provisions and cost-of-living adjustments (COLA) keyed to the consumer price index, as well as negotiated benefits for bargaining units of less than 5,000.

But wage and benefit gains for units of at least 5,000 union members averaged 4.5 percent in the first contract year and 3.4 percent annually over the term, BLS said.

AFL-CIO economist John Zalusky said future settlements will likely carry more COLA provisions because of the sharp upturn in consumer prices in recent months. Conversely, Zalusky said lump-sum payments, which are not rolled into the contract base, will continue to lose popularity.

Lump-sum bonuses were in contracts for some 600,000 union members, or about 40 percent of the 1.6 million workers overall in the bargaining agreements. Contracts with lump sums also included pay increases averaging 2.3 percent over the term, compared with pay gains of 3.9 percent for contracts without lump sums.

Contracts with COLA clauses cover 563,000 workers, or 36 percent of the total. COLA clauses were dropped from contracts for some 37,000 workers and added to contracts for some 5,000 workers.

Settlements in nonmanufacturing industries for about 970,000 workers provide average wage gains of 4 percent over the term, compared with 2.7 percent the last time the same parties bargained.

In manufacturing, the new agreements yield pay increases averaging 2.2 percent for some 600,000 workers. They replace contracts that averaged pay gains of 1.3 percent.

Almost three-quarters of the manufacturing workers are in new contracts that provide bonuses, COLAs or both, while those provisions cover about one-fourth of the workers in non-manufacturing settlements.

BLS said that some 1.6 million workers under contracts negotiated earlier had COLA reviews during the nine-month period and 1.3 million workers received CPI-triggered wage increases averaging 2.1 percent.

BLS said 67 major contracts for some 200,000 union workers expire or reopen for negotiations during the last three months of 1990.

More union halls opened to help storm victims

By Duane Covert

Three new local union halls have been added to the 147 halls already being utilized by the American Red Cross for the Disaster Relief Coastline project.

The Bakery, Confectionery and Tobacco Workers and the Communications Workers reactivated their Local 203-T and Local 3611 halls, respectively, in Durham, N.C., for the watch on Hurricane Lili, which recently threatened the North Carolina coast.

The Electrical Workers Local 1579 hall in Augusta, Ga., also opened to assist victims of tropical storm Marco, which recently swept through southeastern Georgia.

The relief program "calls for the use of union halls when a disaster occurs," said Chris Marston, director of staff representatives for the AFL-CIO Department of Community Services.

Union halls are vital to the project, because they are "already located in the community, which makes the atmosphere very positive for evacuees," Marston said.

Chuck Johnson, AFL-CIO southeastern liaison with the Red Cross, said the efficiency of disaster relief operation depends on whether the Red Cross "is able to find a facility that can be used over and over again. A real cost saver is that we don't have to keep rewiring facilities," he said.

"It only takes six minutes to turn on a facility's 33-phone-line system if the facility is pre-wired," Johnson said, "which means that it can be in full operation within two hours."

Because AT&T pre-wires and maintains telephone equipment in a facility, "their support has been pivotal to the program," Marston said. "They have donated generators and communications equipment."

The sooner Red Cross can get into action, "the sooner they can begin helping victims of a disaster," said Johnson.

A week after Marco hit Georgia and parts of South Carolina, the Augusta chapter estimates that more than 6,400 meals were provided to flood victims, and that more than the 350 families registered for Red Cross assistance.

The support from IBEW Local 1579's officers, board and membership. along with support from other locals in the Augusta area, was outstanding, Johnson said.

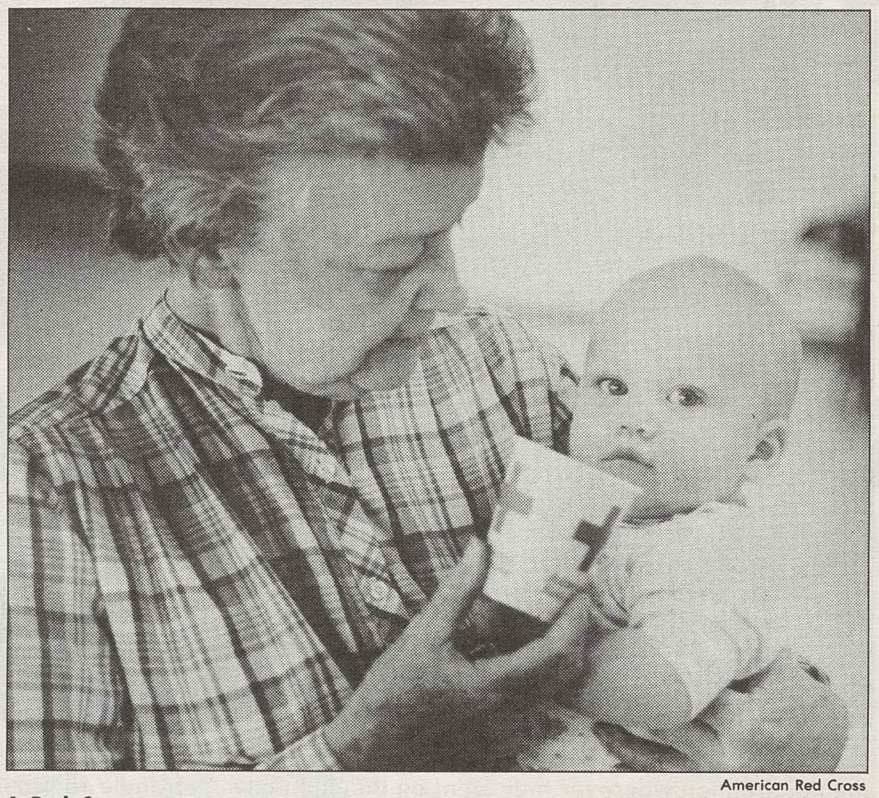
The coastline project, initiated by the AFL-CIO and the Red Cross in 1981, "is a functional program," Marston said. "When it comes to a disaster, we pitch in and go to work together."

Marco's heavy rains, which caused the Ogeechee River to rise, flooded more than 140 homes in Effingham, Bryan, and Bulloch counties.

In addition to assessing property damages, Johnson said that Red Cross and union volunteers assist victims of disasters by "providing victims with first aid care, food, clothing, medical supplies, building and repair services, and occupational supplies."

Although the project originally was designated for assisting communities on the Eastern coast line, Marston said, "ideally, we would like for every union hall to be available if needed during a disaster."

In an effort to "mobilize union resources," a 12- to 14-hour program will be designed to train union volunteers to assist in disasters, Marston said.



American Red Cross

A Red Cross worker helps a youngster ride out Tropical Storm Marco.

Newsmakers

Arthur Osborn, retiring president of the Massachusetts AFL-CIO, was honored Nov. 1. Osborn was praised by AFL-CIO President Lane Kirkland and Secretary-Treasurer Thomas R. Donahue for helping to elect pro-labor candidates in Massachussetts and for beating back the 1988 referendum to get rid of the state's prevailing wage law.

AWARDS

Laborers' President **Angelo Fosco** was presented with a special award for his "leadership and example internationally in the development of a comprehensive system of health care and disease prevention," The award was presented in Carpi, Italy, by the Collegium Ramazzini, an international society of 150 occupational and environmental health scientists in 30 countries. It honored Fosco for founding the Laborers' Health and Safety Fund of North America, "the first comprehensive union system of health care to protect workers and their families from disease seeded in the workplace and the community."

AFL-CIO Vice President **Joyce Miller** of the Clothing and Textile Workers, has been honored by the Women's Bureau in recognition of her "long-term contribution to the advancement of working women." Miller, president of the Coalition of Labor Union Women, was cited for her leadership in charting work policy changes that have emphasized pay equity, work/family concerns and cooperative labor-management.

Project Challenge/Literacy, a statewide program run by the Montana AFL-CIO, was cited as the "Outstanding Workplace Literacy Program" at the U.S. Labor Department's second annual regional workplace literacy conference in Denver Oct. 12. Since the program began in 1985, 86 percent of the some 1,500 participants have been placed, with an average starting wage of $7.50 an hour, said program director **Dave Crum.**

Steve Yarmola/AFL-CIO News

AFL-CIO President Lane Kirkland receives a statuette of Serena (mermaid with a sword), a Polish symbol of freedom, from Brad Correa, a youngster who was asked to relay the gift by Solidarity members he met during a recent visit to Poland. Correa, whose father Robert is a Machinist with Mexicana Airlines in Los Angeles, met with several Polish leaders during his goodwill visit and is trying to establish a Pen-Pals program with Polish children.

Resources

Nominations for the annual **John Sessions Memorial Award** are being taken by the American Library Association's reference and adult services division. Named for the late assistant director of the AFL-CIO Department of Education, the award honors libraries that have made an effort to work with the labor community. Applications are available from Ruby Tyson, the federation's chief librarian. Telephone: 202/637-5299.

PUBLICATIONS

A new pamphlet, **CTD's: Big Disabilities from Small Injuries,** tells workers how to recognize Cumulative Trauma Disorders, how a doctor can help, and how to prevent them. Available from Workplace Health Fund, 815 16th St., N.W., Room 301, Washington D.C. 20006 or call 202/842-7833.

The Economic Policy Institute's **The State of Working America, 1990-91 Edition,** is available by calling 1-800-541-6563. Discounts 40 percent off $10 cover price, with $6 for postage and handling) are available before Nov. 15.

VIDEO

Following are the newest videos from the Labor Institute of Public Affairs. Send check or money order to: LIPA, 815 16th St. N.W., Suite 206, Washington, D.C. 20006, or call 202/637-5334 or 1-800-242-UNION. D.C. residents add 6 percent sales tax. Please specify format: V—VHS, U—¾-inch U-Matic.

Health Care: Critical Condition. A new 10-minute version highlights the efforts of organized labor to find a solution to the health care crisis in America. This cassette also includes the original half-hour program that aired on Financial News Network on Labor Day. VHS/$10.00 each and ¾-inch U-Matic/$25.00 each.

One Strike and You're Out! outlines the problem of permanent replacements and the need for legislative action to restore the right of Americans to strike. Catalog code: LVBS-012. VHS/$7.00 each and ¾-inch U-Matic/$25.00 each.

Union YES: Apartheid NO is a 10 minute video that features highlights of Nelson Mandela's visit to the AFL-CIO, his appearance in Detroit at a UAW rally and at AFSCME's convention in Miami. Catalog Code: LVBS-011. VHS/$10.00 each.

New additions to the Department of Education's Film Library include: **How to Conduct Local Union Elections,** produced by the Communications Workers of America, which outlines the rules for union elections, and **The Power Game,** a four part series of one-hour tapes that describes how the Washington political game works — "The Presidency," "Congress," "The Pentagon," and "The Unelected (Media, Lobbyists, Staff)." Tapes are $5 for rental fee from the AFL-CIO Film Division, 815 16th St., N.W. Washington, D.C. 20006.

Hearings done, health care drive to begin

Continued from Page 1

a sense that everyone was in the same boat, and that it would take everyone involved to paddle to safety.

At the first hearing, a Rhode Island hospital administrator said no one part of the U.S. health care system can be blamed for getting us where we are ''and I am equally confident that no single entity has the wisdom, resources or power to correct the many problems that face us.''

In the eight hearings, there was a repetition that health care should be a right, not a privilege; that health is too precious to be left to the vagaries of the marketplace. We wouldn't jeopardize our national security by demanding that the Army make a profit, yet that's what we're doing with our own health.

That distortion through quest for profit was given many faces:

- An employer in Alabama found a $125,000 windfall for his insurer through an automatic premium increase because of the illness of just one employee.
- A doctor's wife in Kentucky told of wining and dining by pharmaceutical companies to influence prescription decisions toward their product.
- A county officer in California told of the advertising and mass marketing used to compete for patients.
- An insurance officer in Michigan added up the number of children missing health care coverage.

The state of New Jersey reported that it all added up to a crisis for the state's uncompensated care trust fund when the cost of $253 million in 1983 more than doubled. A commission that looked into the problem found that the fund's outlays would double again, to $1.5 billion in 1993.

In all, said a California doctor, the nation had returned to exactly what enactment of Medicare and Medicaid was supposed to overcome 25 years ago — the existence of two societies, one that can buy good health care and another, much larger, that cannot.

Those who cannot afford good health are not some fringe group, AFL-CIO President Lane Kirkland said, but are the ''strong middle class, the backbone of this country, people who are doing their level best to meet their debts.''

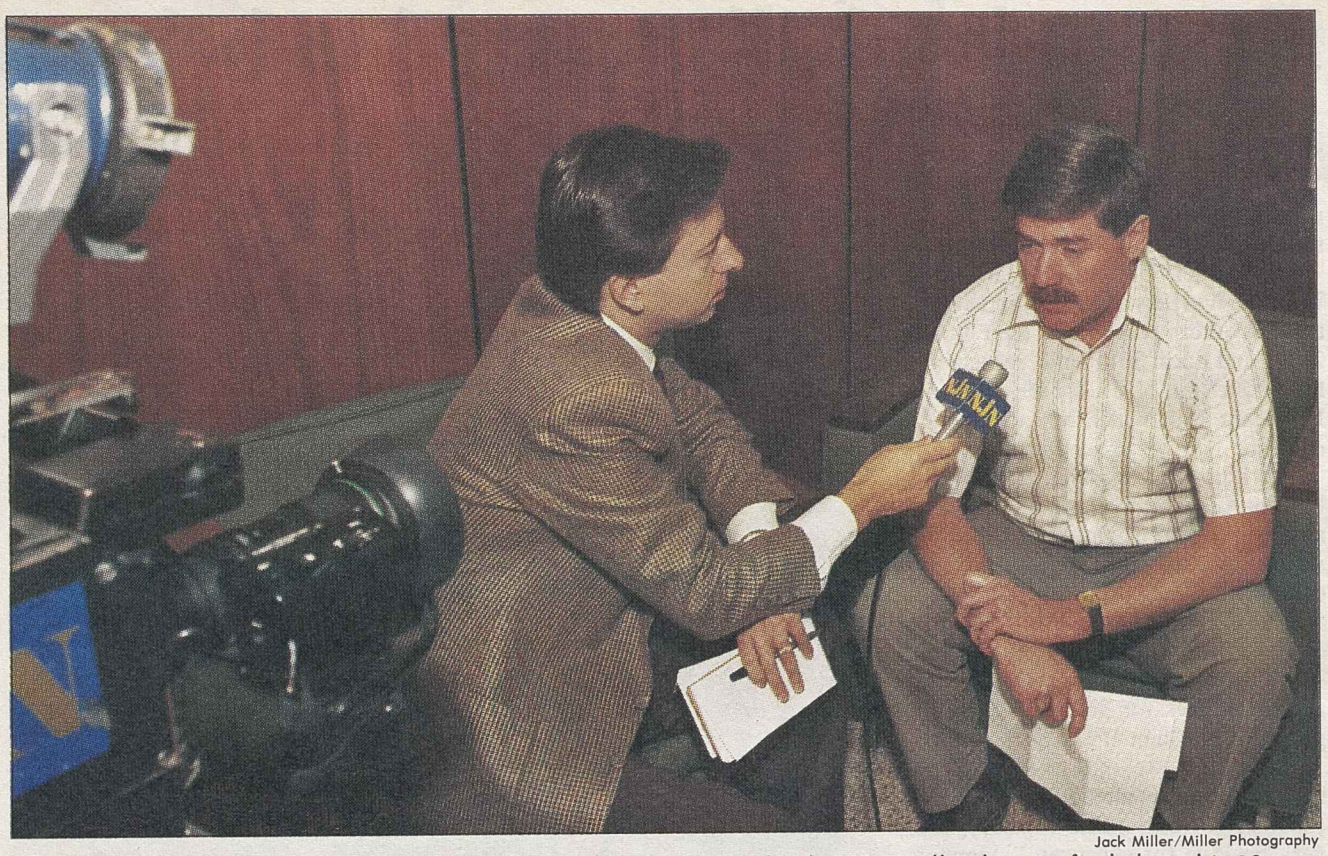
And debts there are in abundance.

Those stories, at each stop, gave the human side of the national health care tragedy: a transplant patient in Chicago who considers moving to Canada to stay alive through health care she can't afford here; a mother in Louisville who tragically watches her son suffer from a liver ailment she knows is terminal if not treated; parents in New Jersey who have struggled financially and emotionally for all 13 years of the life of their son born with a birth defect.

As the hearings began, the prestigious New England Journal of Medicine reported a study showing that ''the volume of health care you get depends on your ability to pay.''

And the hearings ended as a pre-election New York Times/CBS News poll asked, ''do you favor national health insurance financed by tax money?'' and found yes, 74 percent to 21 percent, among supporters of Democratic candidates and yes, 53 percent to 39 percent, among supporters of Republican candidates.

That's the kind of widespread, bipartisan public support that can be channeled into congressional majorities. The day the 102nd Congress was being elected, Nov. 6, the AFL-CIO's Executive Council committee on health care met to continue work on the campaign.



Jack Miller/Miller Photography

The AFL-CIO health care hearings attracted widespread media attention wherever they went on the eight-city tour this fall. In New Jersey, a television crew interviewed Bob O'Connell, who testified about his 13-year struggle to provide health care for his son, who was born with a birth defect.

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NOVEMBER 12, 1990

AFL-CIO NEWS

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4 ***Trade lobbyists spin the revolving door***
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5 ***Health care hearings find woes in Texas***
The regional health care reform hearings come to an end in Austin, Texas, the heart of the area with the most people without health care benefits.

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8 ***UAW retains pattern with Chrysler contract***
The UAW completed its 1990 round of contract talks with the major automakers by reaching a tentative agreement with Chrysler Corp. that holds to the pattern set with General Motors.

10 ***Mine Workers hail coal panel report***
A report by the blue-ribbon commission studying problems with pensions in the coal industry calls for companies still in business to share the health care costs for their retirees.

UNION YES

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Miami unionists are told of early progress by the AFL-CIO Labor Committee for a Free Cuba. **See page 4.**

AFL-CIO NEWS

VOLUME 35, NUMBER 24 NOVEMBER 26, 1990

Jack Miller/Miller Photography

Among the union leaders joining AFL-CIO President Lane Kirkland in a rally at the New York Daily News are, from left: ACTWU President Jack Sheinkman; New York City Guild President Barry Lipton; AFSCME President Gerald McEntee; BCTD President Robert Georgine; ACTWU Vice President Joyce Miller; ILGWU President Jay Mazur; CWA President Morton Bahr; Allied Printing Trades Council President George McDonald; New York State AFL-CIO President Edward Cleary, and RWDSU President Lenore Miller.

Unions bolster Daily News strikers

By James B. Parks

The labor movement demonstrated its unity and solidarity with the striking New York Daily News workers by pledging more than $300,000 for the strike fund, as well as personnel and resources for the continuing struggle.

''You have the support of the entire labor movement behind you. We are with you as long as it takes,'' AFL-CIO President Lane Kirkland told some 4,000 strikers and supporters in a New York City rally.

The News management made a ''cold, deliberate decision to work against unions and their employees . . . and New York City is the place where you can't get away with it,'' Kirkland said.

Kirkland disputed the News management's claims that strikers have instigated violence against scab drivers and newsstands where the News is sold. ''Who brought the bullyboys into New York — who hired the thugs?''

When the News, which is owned by the Chicago-based Tribune Co., began stealing people's jobs by hiring permanent replacements, it was perpetrating the ''worst kind of violence against people,'' Kirkland said.

Kirkland's remarks were illustrated the following day by a New York Times report on a group of replacement workers, mostly ex-military men recruited by security companies, brought in from around the country by the Daily News ''to serve as bait'' in conflicts with striking workers.

George McDonald, president of the Allied Printing Trades Council, the umbrella group for the nine striking unions, said of the report, ''I couldn't document or prove it, but I've been saying it right along,'' he said.

McDonald, New York City Central Labor Council President Thomas Van Arsdale and Barry Lipton, president of the New York City Guild, announced that AFSCME District Council 37 and Teamsters Local 237 had offered to pay the fare home for any replacement worker.

The depth of the unions' support of the strikers was dramatized at the rally, when AFL-CIO Secretary-Treasurer Thomas R. Donahue announced that the AFL-CIO Executive Council had pledged $25,000 to a strike fund for the News workers and most of the international presidents at the rally immediately followed suit:

Continued on Page 8

Postal unions assail USPS on non-talks

Contracts expire with little action

By Arlee C. Green

Postal union leaders blasted Postmaster General Anthony Frank and the ''charade'' of negotiations after the U.S. Postal Service failed to bargain agreements with the four unions that represent its 660,000 employees.

USPS will ''pay a heavy, heavy price'' in worker morale for its failure to negotiate, said Letter Carriers President Vincent Sombrotto, who was joined at a press conference by Postal Workers President Moe Biller on Nov. 21, following the expiration of contracts.

Biller explained that the USPS had ample time over the final four days to meet with the unions, but only showed up at the bargaining table for 30 minutes to discuss flexibility. ''What the USPS means by flexibility is a non-professional, part-time workforce like you have in the fast-food business,'' he said.

Postal workers are prohibited by law from striking. Unless an agreement is reached in the interim or the sides agree to go to arbitration, the Federal Mediation and Conciliation Service will oversee selection of a fact-finding panel, which must report within 45 days. The matter automatically goes to an arbitration board after 90 days.

Biller said the unions still would like to settle negotiations without proceeding to arbitration ''where anything can happen.'' He emphasized, however, the unions won't participate in anything that continues to represent ''the sham that management has conducted thus far.''

The APWU and NALC, representing 568,000 workers, formed the Joint Bargaining Committee to coordinate

Continued on Page 6

Employers sign on national health care reform campaign

By Candice Johnson

As part of its contracts with the Big Three automakers, the UAW has won agreements that the companies will join in the effort for a national solution to the U.S. health care problem.

Those agreements are part of a growing trend among employers, faced with skyrocketing health care costs, to cooperate with unions in the national health care reform campaign. Other unions working jointly with employers include the Steelworkers, Communications Workers, Clothing and Textile Workers, Electrical Workers and Mine Workers.

''In every sector of our society there is a growing commitment to consider a new national approach to health care delivery,'' UAW President Owen Bieber said.

> ***"In every sector of our society there is a growing commitment to consider a new national approach to health care delivery."***
>
> **— UAW President Owen Bieber**

A provision in the UAW's contract with General Motors Corp., which covers 300,000 workers, calls for the automaker and the union to work jointly for health care reform. The UAW won similar language in its contracts with Chrysler Corp. and Ford Motor Co.

Many U.S. companies traditionally have opposed a national program or policy to address the failings of the nation's health care system. But more employers now are open to a national solution that would broaden access to quality health care services and contain costs, a recent survey by a human resources management journal found.

In a poll of 1,268 human resource and personnel professionals, 53 percent said they were more willing to consider a national health insurance program today than they were five years ago.

GM recently ended contracts with six health maintenance organizations (HMOs) and froze new enrollment of its employees at 20 others because the automaker believed costs were not being effectively managed.

Health care costs add about $622 per GM vehicle, the automaker said, compared to between $60-$100 per vehicle for Japanese-owned companies.

Along with the UAW and the Michigan AFL-CIO, the Big Three automakers and other state firms have

Continued on Page 8

Unions seek right to act to save workers' lives

By Arlee C. Green

Like every war, the war in the American workplace daily claims victims. Workers pay the toll, employers pocket the profits, and 20 years of attempts by the Occupational Safety and Health Administration to diminish the sacrifice have failed.

Nearly 700 union safety representatives attended the AFL-CIO National Conference on Occupational Safety and Health in Milwaukee to explore ways to curtail the rising numbers of jobsite injuries, illnesses and deaths.

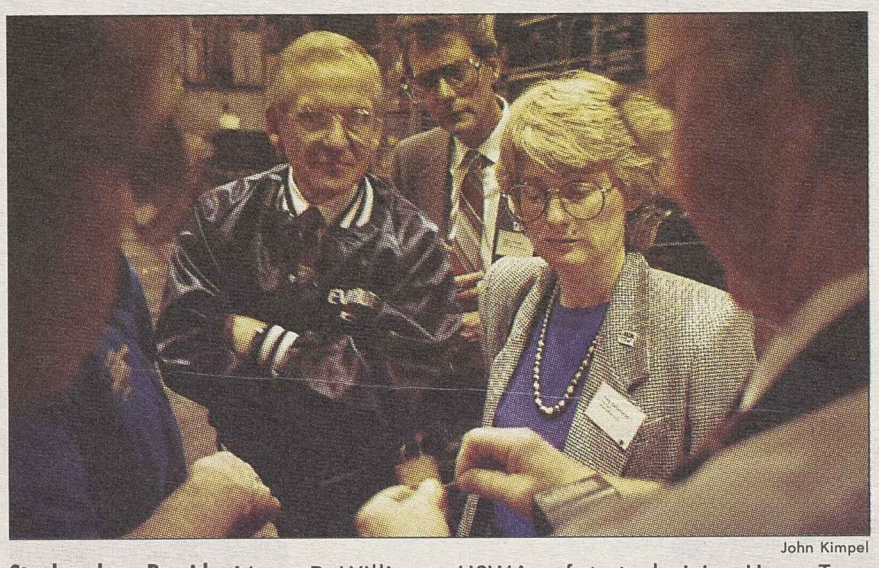
The parallel between the Vietnam war and the war in the workplace was drawn on the opening day of the conference, during the keynote address by AFL-CIO Secretary-Treasurer Thomas R. Donahue.

For 16 years, the bloodshed in Vietnam appeared in nightly newscasts and the tally is inscribed on a memorial's black granite walls — 58,175 names. The toll from the unpublicized war in the workplace, Donahue told the audience, would require a monument the size of the Vietnam Memorial every eight months.

''There is no law of nature or economics saying that so many people have to lose their lives,'' Donahue said. He called for legislative revamping of the 1970 Occupational Safety and Health Act — to plug loopholes, require labor/management safety committees and expand coverage to millions of public employees, farm workers and employees of nuclear facilities.

Empowering workers with the ''right to act'' on the knowledge they gain through OSHA's right-to-know (hazard communication) standard is key to revisions being planned, he said.

That includes the right to refuse life-threatening work without suffering recrimination from the employer, and the right for the workers' representative to participate fully and equally in OSHA enforcement proceedings to make sure the government does not cut special deals with employers.



John Kimpel

Steelworkers President Lynn R. Williams, USWA safety technician Harry Tuggle and AFL-CIO Safety Director Peg Seminario ask questions during a safety walk-through with members of the Outboard Marine Corp.'s labor-management safety committee in Milwaukee.

Explaining how workers are treated as ''less equal than others,'' Donahue noted that the Environmental Protection Agency's risk standard for toxic exposures is one death for each 100,000 persons exposed, and in some instances, one in a million.

OSHA, however, ''is perfectly satisfied with a risk level in the workplace of one in a thousand. . . . One of our projects is to change that,'' he said.

Workers and their unions must have an increased say in safety and health on the job, he said. Winning the right to know about workplace hazards was half the battle; gaining the right to act on that knowledge to get hazards corrected will be the other half.

Organized labor is ''completely committed'' to getting reform legislation introduced in the next Congress and ''we will do everything we can to get it passed,'' Donahue said.

Conversely, Assistant Secretary of Labor Gerard Scannell detailed OSHA's objections to substantive legislation. He said that while he supports many of the objectives of proposed construction safety legislation in Congress, he felt they could be achieved through administrative measures.

In a question-and-answer session, Scannell told a building trades worker who complained about having to work under a live load that he was protected by the law if he refused to work because of the imminent danger.

''I would have told you to walk off the job; you're protected,'' Scannell said, as the audience groaned a protest that their experience has proven otherwise.

OSHA does support in part legislative proposals to strengthen criminal prosecution of employers, Scannell said. It backs a provision to change the classification of a willful violation that causes the death of a worker from a misdemeanor to a felony. But it opposes provisions that ''would criminalize employer conduct that is presently characterized as civil.''

Scannell lauded labor's health and safety achievements, and listed the agency's recent progress in issuing new regulations. He announced expedited action on the updating of the lead standard for the construction industry, with a notice of proposed rulemaking expected within a year.

AFL-CIO Vice President Lynn R. Williams, head of the federation's Safety and Occupational Health Committee, chaired the three-day conference. ''Our basic conviction is that workers shouldn't have to give their lives on the job,'' said Williams, who is president of the Steelworkers.

AFL-CIO Safety Director Peg Seminario pointed out that OSHA inspectors lack the legal ability to shut down an unsafe job site. ''They are unable to force immediate correction of a problem. Further, when a company is cited, it can object to everything, while you can only object to the abatement date.

''After 20 years, we still don't have the tools to get the job done,'' she said.

Conference participants sharpened their skills at the dozens of workshops, and heard panel discussions on the problems workers face on the job, criminal prosecution, right to act and worker training.

Eastern Airlines again dodges bullet in bankruptcy court

By Candice Johnson

Despite losses of up to $3 million a day, federal bankruptcy Judge Burton R. Lifland gave Eastern Airlines another reprieve when he rejected a request by the carrier's unsecured creditors committee that the airline be shut down and its assets sold.

Instead, Lifland allowed Eastern to draw another $15 million from its escrow account — about two weeks' worth of operations — and said he would consider an additional drawdown of $30 million. Less than $250 million remains in the escrow account.

At the Nov. 14 bankruptcy court hearing, Eastern creditors told the court that the ''turnaround plan'' developed by trustee Martin Shugrue does not work and called for the immediate sale of Eastern assets to pay part of the mounting debt.

Citing Shugrue's overly optimistic projections, which never came close to actual performance, the creditors argued that Eastern could not become, ''under any realistic scenario, a viable stand-alone airline.''

Eastern filed for bankruptcy protection in March 1989, a few days after striking Machinists were joined on picket lines by the Air Line Pilots and Transport Workers flight attendants. The three unions were named to the creditors' committee but were never able to gain support for actions that would save the carrier.

The unions' recommendation that a trustee be appointed to replace former Eastern boss Frank Lorenzo — one who would negotiate with union members — went unheeded until April 1990, when Shugrue was named. Instead of bargaining with the IAM, Shugrue conducted a ''smoke and mirrors'' campaign to rebuild ridership, the union said.

Because of the carrier's skyrocketing debt — Eastern's losses since gaining bankruptcy protection have hit the $1.6 billion mark — and Eastern's failure to make its pension payments, the federal Pension Benefit Guaranty Corp. agreed to take over seven pension plans covering 51,000 workers and retirees.

But Continental Holdings Inc., Eastern's parent company, agreed to make an immediate $80.5 million payment and to assume responsibility for contributions to the plan, now underfunded by more than $700 million. All of the plans must be fully funded by no later than 2002.

ALPA noted that union workers and others covered by the pension plans, while still guaranteed their pensions, will no longer accrue benefits under a defined benefit plan. That means that monthly payments for the 11,500 retirees and still active workers will not increase from the current benefit level.

''Eastern's default on its pension payments is simply the latest chapter in the downward spiral of an airline that once was a major force in the industry,'' ALPA said.

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Children are the victims of foreign toymakers

By Candice Johnson

Some of the most popular trucks, stuffed animals and other toys that shoppers hope will bring delight to American kids instead represent abuse and drudgery to millions of children working overseas.

More than 70 percent of toys sold in the United States are manufactured or assembled overseas, with much of the work done in Hong Kong, Taiwan and China. And more countries, including Thailand and the Philippines, are joining in the production rush to meet U.S. demand for toys.

Many of the toys produced in these countries are made by children, under oppressive and often dangerous working conditions, says Frontlash, the AFL-CIO organization for young workers and students that is determined to help end that exploitation.

Last year, Frontlash used a Business Week report on brutal child labor conditions in China as the focus of its campaign to convince consumers not to buy foreign-made toys.

This year, the group is stepping up its campaign to advise consumers about how those Christmas toys are made and to press for trade sanctions against countries that permit children to be exploited on the job.

Frontlash organizers and unionists joining the campaign will be leafletting in front of stores on the day after Thanksgiving — traditionally the country's busiest shopping day — urging consumers to check toy labels and not to buy foreign-made toys.

''If the label shows a toy to be from China, it's likely that it was made using child labor,'' said Frontlash assistant director Cheryl Graeve. Leafletting is planned at about 30 locations in 16 states.

Some of this year's hottest toys — including Teenage Mutant Ninja Turtles and Bart Simpson products — are made by children overseas, Graeve said.

The Business Week investigation of child labor in China found that thousands of children typically worked 14-hour days, seven days a week, to fill the orders of U.S. companies for Mickey Mouse, Ghostbusters and other toys.

The young workers slept in dormitories, two or three to a bed, and earned $10 to $31 a month. Twice a month, children as young as 10 were forced to work 24-hour shifts.

Despite China's ban on children working before age 17, and other countries' paper regulations prohibiting child labor, more than 200 million children as young as 10 years old can be found working in the toy, electronic, carpet, garment and other industries, the International Labor Organization estimates.

Not only do children suffer, but what happens in the thousands of workplaces in nations where sweatshops are flourishing also affects workers in the United States, Charles Gray, executive director of the Asian-American Free Labor Institute, pointed out.

With thousands of Chinese workers toiling long hours to produce goods for the U.S. market, workers in garment, electronic, toy and other industries in the United States will see their wages fall and their jobs eventually disappear, he said.

Buy these toys

To help consumers insure that the toys they buy are not made by exploited children overseas, the Union Label and Service Trades Department offers a list of some of the toys made by union workers in the United States.

The following toys are made by members of the UAW, Glass Molders and Allied Workers, Rubber Workers, Allied Industrial Workers, Steelworkers and Retail, Wholesale and Department Store Union.

- Toy tractors, trucks and cars, toy record players and matchbook cars, by ERTL.
- Plastic model kits, by Jo-Han Models.
- Games and gag gifts, by Leister Games.
- Model trains, by Lionel.
- Scooters, wagons, tricycles and pedal cars, by Radio Flyer.
- Hobby kits and supplies, by Testor.
- Golden books, Whitman card games and flashcards, UNO card games by Western Publishing.
- Toys and pet supplies, by Items Inc.
- Plastic toys, by Jak-Pak Inc.
- Sleds, wagons, hobby horses, wheelbarrows, table and chair sets, by Blazon Flexible Flyer.
- Toy balls and bats, punchball balloons and Hoppity Ball, by Hedstrom Corp.
- Toys, games and children's vehicles, by Mattel Inc.
- Toy appliance sets, playhouses, sports centers and outdoor play equipment, by Today's Kids.
- Toys, by Ohio Art Co.
- Baseball bats, by Louisville Slugger.
- Games, by Milton Bradley.

AFL-CIO help is sought by Manville judge

The federal court handling asbestos claims against the Johns Manville Corp. has asked the AFL-CIO to play a role to assure that the ''final version of the plan and its administration is equitable.''

Federal Judge Jack B. Weinstein wrote AFL-CIO President Lane Kirkland asking for the involvement ''of an individual who understands the plight of the American worker'' and who is ''uninfluenced by the hope of high legal fees.''

In accepting the judge's invitation, Kirkland noted in a letter to the court that ''there is an urgent need for a concerted effort at establishing a just, equitable, prompt and efficient national compensation system.''

Kirkland recommended AFL-CIO General Counsel Laurence Gold for the role of special adviser. Gold, 53, has been AFL-CIO general counsel since 1984 and has represented the AFL-CIO since 1965. He is a graduate of Princeton and Harvard Law School.

Weinstein is expected to approve a class-action suit that would combine and settle about 130,000 asbestos lawsuits against Manville.

Under the agreement, the Manville trust would process claims from families of victims who have died and those with life-threatening illnesses within the next two years.

Claims from victims with less serious cases would be processed within three years. Both groups would receive 45 percent of the settlement amount the trust has been paying for that particular disease.

Decaying roads, bridges taking costly human toll

By John R. Oravec

Crumbling roads and bridges will cost many billions of dollars to repair, but failure or more delay in fixing the transportation infrastructure will be even costlier to the nation's economy while taking a toll in lives and injuries, the Iron Workers said.

In a white paper titled ''Legacy of Neglect: America's Decaying Roads and Bridges,'' Iron Workers President Jake West warns that the decaying road system also would undercut productivity, jobs and even global competitiveness.

''A new era of investment must begin today,'' West wrote. ''The immense cost of this investment has scared many political leaders into inaction, but the cost of inaction, both economically and socially, is far greater. And it increases every day infrastructure improvements are postponed.''

The Federal Highway Administration (FHWA) estimates that the current cost of fully repairing the nation's roads and bridges is $750 billion — about $34 billion annually through the year 2005.

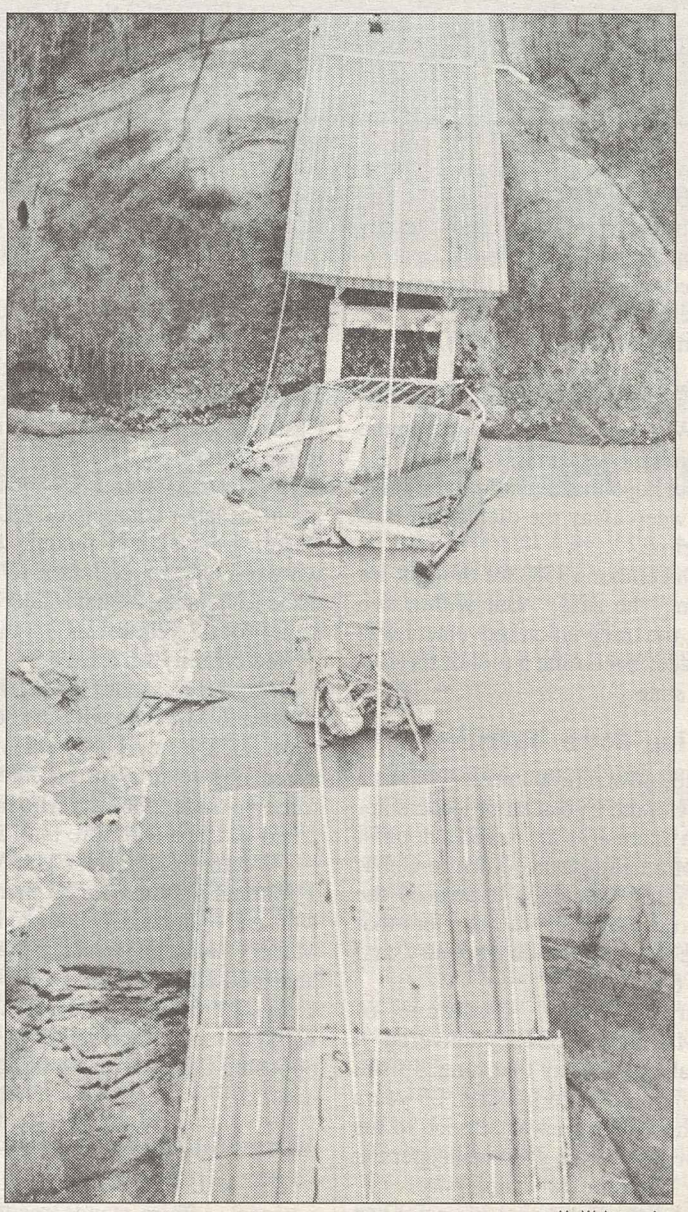
Expensive as that is, West observes, the economic burden would be heavier in the long run.

According to the Department of Transportation, the added costs would come in job losses, decreased productivity, lower disposable income and higher consumer prices.

''The human impact of poor roads and bridges is also frightening,'' West warned. ''In 1988 alone, more than 47,000 Americans died and more than 3.5 million were injured in traffic accidents, some undoubtedly caused by improperly maintained roads.''

West said deaths and injuries resulting from the collapse of numerous bridges in recent years could have been avoided by timely repairs. He noted that FHWA estimates that 41 percent of the country's 577,700 bridges are deficient or obsolete — 5,186 of them already closed.

A major reason for the problem is that the federal government fell down on its obligation to invest in the nation's infrastructure throughout the 1980s, West said.



M. Wojnarowicz

Ten people were killed when this bridge on the New York Thruway collapsed in 1987.

''As part of its strategy to shrink the federal government, the Reagan administration transferred many responsibilities to state and local governments, while reducing aid to states, counties and municipalities,'' he pointed out.

''As the federal government decreased its commitment to financing transportation infrastructure projects, the state and local governments were expected to compensate for the lost funding.''

In addition to paying for road and bridge repairs and maintenance, West said, ''the states were also forced to foot the bill for many other services that previously received substantial federal support, including Medicaid, education and economic development.''

By putting a squeeze on state funding for other vital needs, highway projects were hit the hardest. As a result, spending on transportation infrastructure decreased from 32 percent in 1970 to 23 percent in 1985.

Immediate benefits from the full repair of roads and bridges, according to a DOT estimate, are the creation of 1.3 million jobs stemming from construction work, as well as business expansion that would result from a more efficient transportation system.

West said projections by the Federal Reserve Bank of Chicago based on the repairs show improved worker productivity, increased profit margins and greater private investment.

He outlined six recommendations for a comprehensive plan designed to solve the crisis: developing a two-tiered federal funding system; promoting private initiatives; creating a National Infrastructure Corp.; amending the federal and state tax codes; increasing user fees, and broadening public awareness of the infrastructure dilemma.

''The cause is simple neglect and political short-sightedness,'' West said.

Florida unionists intrigued by world affairs

By Michael Byrne

The actions of trade unionists can have a dramatic impact on the course of world events, AFL-CIO Department of International Affairs Director Tom Kahn told union leaders at a regional conference in Miami.

"Because Lech Walesa jumped over the fence at the Gdansk Shipyard, the wall in Berlin came tumbling down," Kahn said. "It wasn't Gorbachev. It was one brave electrician, worker and trade union leader who unraveled communism in Eastern Europe."

Walesa's bravery and dedication in pulling off his workers' coup had substantial assistance from the AFL-CIO and its affiliates, Kahn said. The federation funneled some $5 to $6 million in aid — mostly in printing presses, typewriters and other communications equipment — to the fledgling Solidarity movement.

"When you compare that assistance to the sums being spent by the U.S. government for military hardware — billions and billions of dollars — that's a credit to the cost-effectiveness of the AFL-CIO outreach around the world," Kahn said.

Miami-area trade unionists, concerned about worker and human rights abuses in Cuba and Latin America, were cheered by the presentation of Kahn and the directors of the AFL-CIO international institutes, which help distribute some $25 to $30 million a year in U.S. assistance to worker organizations around the world, advising them with 100 full-time professional staff.

"We can benefit greatly from this conference, in learning how to use the resources of the AFL-CIO international affairs department," said Marty Urra, president of the South Florida AFL-CIO, which hosted the conference. "This is the hottest spot for immigration in the country, and that can pose many problems for us if we don't work to help workers make better lives for themselves in neighboring countries."

Hope for Cuban workers

In addition to the problems in Cuba and Latin America, institute directors surveyed conditions from China to South Africa. Kahn noted that unlike previous conferences, where questions arose about the AFL-CIO role in international affairs, Miami is filled with trade unionists who see labor as their entry in the international fight for rights in Cuba.

"The situation in Cuba is no more hopeless than the situation in Poland," Kahn told the unionists. "We don't believe it's hopeless," he said, noting that the AFL-CIO recently created a Committee for a Free Cuba, chaired by Vice President John DeConcini of the Bakery, Confectionery and Tobacco Workers, to bring public pressure on Fidel Castro to observe international codes on worker rights.

Dick Wilson, director of Central and East European Affairs for the Free Trade Union Institute, offered a number of parallels between what has happened in Europe and what could happen in Cuba.

"Unlike Poland, many of the emerging European democracies are struggling to build democratic institutions without a history of strong unionism," he said. "People are resisting joining unions because unions historically have been tied to the secret police. The same problem may evolve in Cuba, where unions have been used as instruments of the state."

William Doherty, executive director of the American Institute for Free Labor Development and a member of the federation's Labor Committee for a Free Cuba, said "we must teach the difference between real unions that represent workers and the phony, party-controlled unions in Cuba that serve as instruments of oppression."

Doherty noted that, on a visit to Cuba in 1955, he worked with Angel Cofino, then president of the Cuban Confederation of Workers, to help strengthen the trade union movement as workers were filled with hope that a revolutionary tide would sweep away the dictatorial Batista regime.

"In December 1958, we thought we had won," he said. "But within two months, the trade union movement was militarized, becoming a tool of the dictatorial state."

Breaking down barriers

Cofino, now retired and serving as a liaison with the Cuban labor leadership, spoke in Spanish as he voiced a hopeful theme of a triumphant return to Cuba. Others in the audience expressed the desire to break down the barriers that separate workers in this country and around the world.

Gerardo Aroyo, president of AFSCME Local 3346, delivered a remarkable soliloquy that ranged from his six-mile swim to freedom 25 years ago to his Vietnam war service to his fight for justice for groundskeepers at Florida International University.

"My brothers and sisters are not just the Cubans, but they are the Blacks and the Anglos, the Asians, every color and belief," Aroyo said. "I feel that we must care about everyone in the world."

Aroyo's comments came as Miami-area labor leaders look to heal wounds left in the community in the wake of the visit to Miami earlier this year by Nelson Mandela, who incensed Cuban-Americans with his thank you to Fidel Castro for support of the African National Congress.

"We were able to quell the bad feeling in the labor community," Urra said. "Getting the labor community together, we were able to explain it to the Hispanic leadership — that Mandela, being in jail for 27 years, was not up-to-date on the tyranny of Castro."

Urra said Hispanic labor leaders explained to Mandela why his comments were such a source of division, and asked him to join in the campaign to free two trade unionists who have been jailed in Cuba for more than 25 years.

"We are hopeful that Mr. Mandela, a political prisoner for so many years, will send a message acknowledging that Mario Chanes de Armas is the longest-held political prisoner in the world," Urra said. Chanes, leader of a brewery workers union, was jailed in 1961 for opposing Castro's dismantling of trade unions.

What unionists can do

The AFL-CIO Department of International Affairs stands ready to help open lines of communication among workers in every country, Kahn said. Free trade unionists from Miami to South Africa to Poland can forge a bond that will advance democracy and freedom everywhere.

"Our foreign aid, unlike that of the government or of employers, is designed to gain respect for human rights and for worker rights," Kahn said. "All governments — and that includes our own — have shown that they are prepared to put human rights second to national security, or to certain global alliances."

Kahn cited the example of Bush administration support for the government of China, which has strengthened totalitarian control in the wake of popular uprisings in Tiananmen Square.

Kahn said workers gave substance to the student protest in Tiananmen, and it is workers who remain in jail for those activities. It was the mobilization of trade unionists that brought down the Pinochet regime in Chile, and it was the demonstrations by workers that helped to democratize and liberalize the South Korean society, he said.

"The developments in these countries, along with the remarkable changes occurring in Eastern and Central Europe, make this period perhaps the most exciting time to be alive during this century," he said.

Other conference speakers included Charles Gray, executive director of the Asian-American Free Labor Institute, and Patrick O'Farrell, executive director of the African-American Labor Center.

Panel explores plight of Cuban workers

By Michael Byrne

Human rights groups, many led by trade unionists, are emerging in Cuba, an AFL-CIO conference on international affairs was told.

Ricardo Bofil, a former political prisoner who helped organize a major rights group, described this development during testimony before an information subcommittee of the AFL-CIO Labor Committee for a Free Cuba, said William Doherty, executive director of the American Institute for Free Labor Development and a member of the Free Cuba committee.

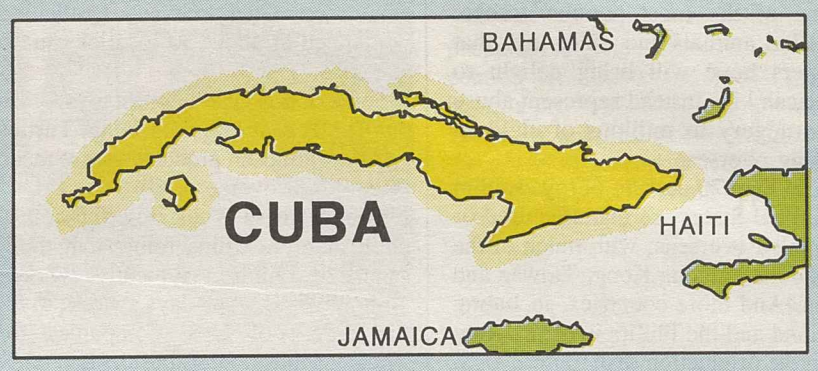
The committee, established by the Executive Council in August and chaired by Vice President John DeConcini of the Bakery, Confectionery and Tobacco Workers, has begun hearing testimony from Cuban expatriates and experts on the problems of workers in Cuba.

Following the subcommittee meeting in Miami, the committee began a series of regional hearings in Union City, N.J., on Nov. 16, in its campaign to document worker rights conditions in Cuba.

"Our purpose is to help workers in Cuba achieve the same rights as other workers around the world," DeConcini said. "We know it will be a long and difficult struggle, but we won't quit until Cuban workers achieve dignity and democracy."

In New Jersey, the committee heard from Cuban expert Susan Kaufman Purcell, as well as a former political prisoner, a former Cuban journalist, a farm worker and a former Cuban airline pilot who recently defected.

In Miami, testifying in addition to Bofil were Armando Valledares, a former political prisoner who currently is U.S. Ambassador to the U.N. Human Rights Commission, and Efren Cordoba, a professor at Florida International University who has written extensively on worker rights in Cuba.



Subcommittee testimony revealed these conditions under which Cuban workers must now labor, Doherty said:

- State security maintains a personal dossier on each worker, containing detailed personal and private information that follows them from birth to death. Promotions and punishments are doled out on the basis of merits and demerits contained in the dossier, including demerits for political deviance.
- Forced labor is a daily fact of life. Many of the benefits gained by workers through years of struggle before the revolution have been abolished: the right to collective bargaining, Christmas bonuses, seniority rights, sick pay, maternity benefits and freedom of assembly.
- More than 8,000 Cuban workers were sent to Eastern Europe as a cheap labor supply under the direction of an organization called CUBATECNICA. When they returned, they found the state had confiscated more than half their earnings in order to obtain scarce foreign exchange.

"When the documentation is complete, we will ask the International Labor Organization and other appropriate bodies to take action," DeConcini said.

International action already has occurred, Doherty noted. The executive board of the Inter-American Regional Organization of Workers of the International Confederation of Free Trade Unions has condemned rights violations in Cuba and established a plan to send teams of trade unionists to Cuba to make contact with workers.

Members of the committee, besides DeConcini and Doherty, are: Marty Urra, president of the South Florida AFL-CIO; Jose (Pepe) Collado, Carpenters representative; Murray Sisselman, president of the United Teachers of Dade, AFT; Leon Lynch, vice president of the Steelworkers; Jack Otero, vice president of the Transportation Communications Union; Olga Diaz, joint board manager of the Clothing and Textile Workers; Rick Icaza, president of Local 770 of the Food and Commercial Workers, Los Angeles, and Ed Pulver, secretary-treasurer of the New Jersey AFL-CIO.

AFL-CIO to fight California prison labor initiative

By Sharolyn Rosier

The California AFL-CIO plans to mount a legal challenge to a voter-approved initiative that would allow private industry to employ prison inmates.

Proposition 139, the Prison Inmate Labor Initiative, would amend the state constitution to allow the Department of Corrections and county jailers to enter into joint ventures with private companies to hire inmate labor.

California AFL-CIO Executive Secretary-Treasurer Jack Henning said the state federation questions the state's right to assert authority over county jail inmates who have not been tried or convicted.

"From a legal standpoint, Proposition 139 is gravely vulnerable," Henning said.

"Not only will public safety be endangered and jobs of law-abiding workers threatened, but inmates will be put back onto the streets with shortened sentences," Henning stated.

Companies would receive a 10 percent tax credit on wages paid to inmates in county jails and state prisons who would work inside the prison or off grounds.

Inmates would be paid the prevailing wage with 80 percent of their salary deducted for taxes, restitution, room and board and their families.

Constitutional question

Retired California Supreme Court Justice Frank Newman also sounded warnings at a news conference at the State Capitol. He said the legal implications of Proposition 139 and the historical basis for prohibiting private employment of inmate labor under the constitution must be taken into consideration.

California revised its constitution in 1879 to ban the contracting out of prison labor as a result of scandals at San Quentin involving the use of prison labor to make bricks, furniture and doors for politically well-connected companies.

Prior to the Nov. 6 vote, the California AFL-CIO joined with other labor, law enforcement, business and civic organizations to form "Californians To Save Jobs," a coalition that sought to dispel myths that have been perpetuated by Gov. George Deukmejian and other proponents of Proposition 139.

The coalition said Proposition 139 could cost taxpayers $40 million a year, create job layoffs in the private sector and threaten public safety. The $40 million loss would come from corporate tax credits equal to 10 percent of the prison payroll, and below-market-rate leases on state-owned property for those employing prisoners.

Further costs would be incurred for additional guards to oversee prison workshops, and there would be added burdens on sheriffs' departments to guard, search, and process inmates working outside who would leave and enter jails daily.

A similar program in Arizona resulted in 400 layoffs when a meatpacking company shut down its plant to make room for convict labor, Californians To Save Jobs said. Even more jobs might be lost in California because the measure makes no provisions to limit prisoner employment.

Public safety also is at risk, the coalition said, when county inmates are employed in the community. The measure has no restrictions on prisoner access to sensitive personal information.

Two current inmate labor programs operated by the state of Arizona and by the California Youth Authority allow inmates to take reservations for a major hotel chain and for a major airline. These inmates know where the customers live, the customer's credit card number and when they are leaving and returning home from out-of-town travel.

No provision for training

The measure also allows for early release of prisoners. However, it does not contain provisions for training. For each day the prisoners work one day will be knocked off their court-imposed sentences.

The state federation also is looking into the legal ramifications of the initiative based on the Federal Prison Industries Inc. provision in the Department of Justice Appropriations Act of 1991, passed by Congress this year, said Richard Holober, assistant director of the state COPE.

That law authorized funds to conduct a market study as a basis for discussion on minimizing the impact on private sector industry and jobs of the prison labor program, which operates more than 70 factories in 44 different penal institutions.

UMWA wins right-to-work Navajo repeal

By James B. Parks

The Navajo Tribal Council's vote to repeal its right-to-work law is a "tremendous victory" for the Mine Workers and all organized labor, said UMWA President Richard L. Trumka.

After intense UMWA lobbying, the council voted 34-33, with four abstentions, to remove the right-to-work clause from its Navajo Preference in Employment Act. The rule had been in effect since the early 1960s.

Most of the Navajo council members who spoke on the issue at the meeting in Window Rock, Ariz., were against repeal. But Edward Seaton, a member of UMWA's District 22 executive board, reminded the panel that the union has supported Navajo workers in the past, including fighting to get medical coverage for medicine men in their company insurance policy.

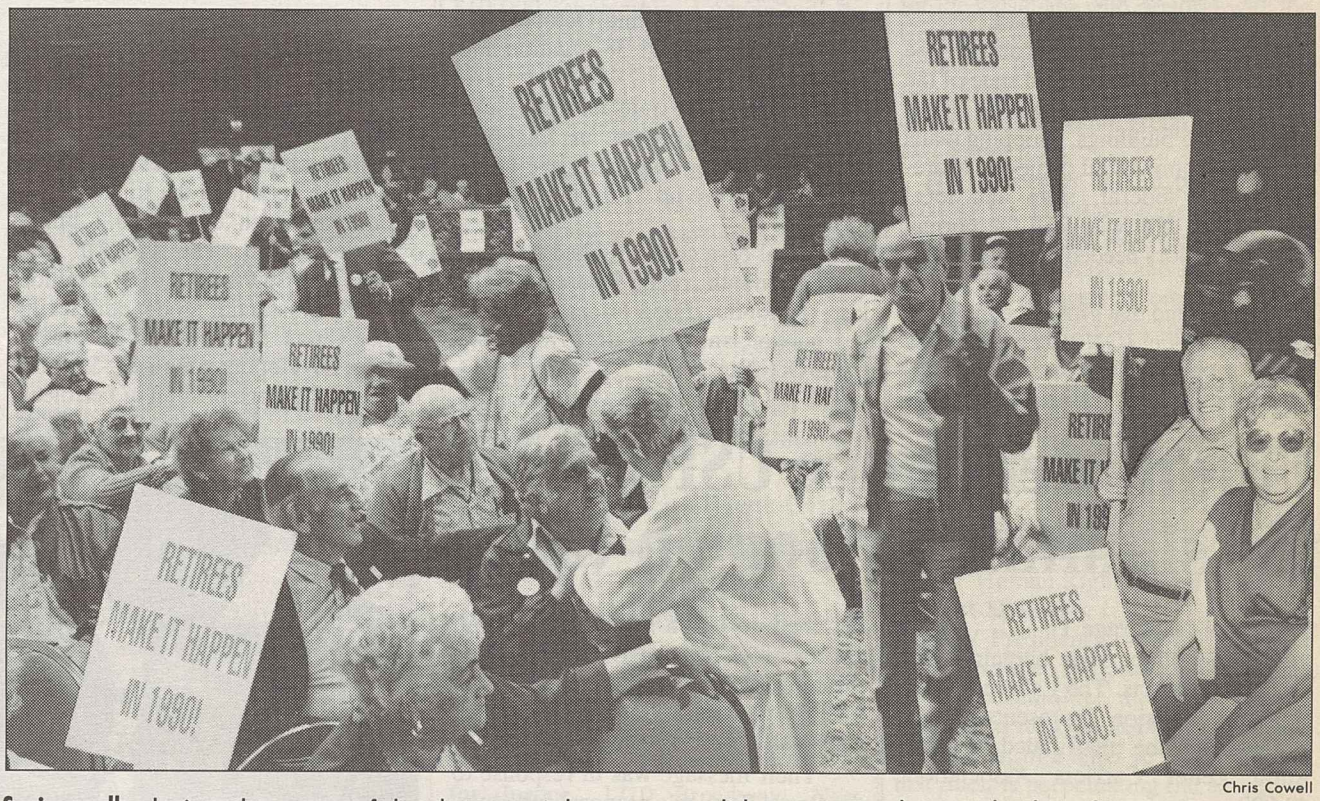
"There's about 1,000 of our constituents back home who are happy," said Eugene Badonie, president of UMWA Local 1924. "From now on, the Navajo people will have good labor laws."

Calvin Willie, a Mine Workers organizer on the Navajo reservation, said the right-to-work law originally was introduced as a way to guarantee that Navajos receive preference in hiring for jobs on the reservation. But that intention never was realized, Willie said, as many workers, particularly those in the uranium mines, were hurt.

If you walk out 10 to 20 miles from the reservation, Willie said, you'll find abandoned uranium mines with radioactive material stacked up all around.

The Navajos who worked in those mines mostly were non-union workers who had no one to warn them of the hazards of working around radioactive materials or to bargain for their health and safety, Willie said. As a result, many are retired, sick, with no health benefits or pensions.

Willie said the Mine Workers fought hard to repeal the right-to-work law so the same thing wouldn't happen to future miners.



Chris Cowell

Seniors rally during the successful gubernatorial campaign of Lawton Chiles in Florida. Chiles and other labor candidates received strong backing from retirees, who were mobilized through COPE's pilot Florida Project.

Arkansas AFL-CIO files fairness complaint

By Sharolyn Rosier

The Arkansas AFL-CIO joined in a complaint to the Federal Communications Commission claiming that a major television station slanted its coverage on a state ballot question.

The referendum, which would have allowed lenders to raise interest rates, was defeated 2-1 on Nov. 6.

"Despite misleading and deceptive advertising of the amendment, voters realized they would have been hurt had the proposal passed," said Bill Becker, president of the Arkansas AFL-CIO and chairman of the Committee Against Amendment 2, an ad hoc coalition that includes the Arkansas Fairness Council and the state NAACP.

The complaint, seeking immediate action against KARK in Little Rock, was submitted to the FCC on behalf of the committee by Andrew Schwartzman, executive director of the Media Access Project.

"KARK-TV has carried 105 30-second spot announcements presenting the pro-Amendment 2 position, a number which appeared on prime time," Schwartzman's letter stated. "It is estimated that KARK-TV covered Amendment 2 with a frequency ratio of about 22 to 1."

A question of access

Becker had complained during the campaign to Tom Bonner, KARK's station manager, about the station's overall coverage of the issue. KARK-TV initially claimed that its coverage was balanced and, subsequently, aired a 30-minute debate on the referendum. "KARK-TV has no duty to carry additional programming beyond what they had previously planned," Bonner insisted.

Schwartzman said the committee offered to buy eight 10-second anti-amendment spots, but the station said it could not guarantee requested time periods. The committee later ran out of money and withdrew the offer.

The FCC requires TV stations to present both sides of issues. "The issue is not balance, but access," Bonner said. He said the station welcomed the complaint, claiming that the FCC's definition of reasonable access is vague and needs clarification.

"We didn't expect the TV station to give us 105 free ads," Becker said. "However, the Committee Against Amendment 2 was not given a reasonable opportunity for presentation of its position. Every TV station in the community provided free spots except KARK-TV."

Amendment 2, placed on the ballot by the Arkansas General Assembly, would have placed the consumer credit interest rate, as well as farm and business loans of $250,00 or less, at 5 percentage points above the average interest rate on U.S. Treasury bills.

Under current Arkansas law, the limit on interest rates for all consumer loans is 17 percent, and at 5 percent above the federal discount rate on all other loans.

Recovery looks bleak as economy skids into recession

By John R. Oravec

The U.S. economy is now in a recession and recovery will be difficult, warned Rudy Oswald, the AFL-CIO's chief economist.

Some major factors contributing to the nation's deteriorating economic condition are the sharp slowdown in production, declining employment along with rising unemployment, as well as a foreign trade deficit that is still running in the red at a $100-billion annual rate.

On top of that, Oswald pointed out, "the financial system is weak as savings and loan losses mount, and banks and insurance firms face a similar crisis.

"A recession is likely to trigger an alarming number of failures because of the drop in real estate prices, the overvalued junk bonds of the 1980s and the heavy consumer debt load coupled with easier bankruptcy laws," he said.

More bailouts of the S&Ls and banks will further increase the federal debt, Oswald said, while the failures will frighten consumers and investors, thus deepening the recession.

"The ability of the economy to recover from a recession is substantially weaker than in any recession since World War II," Oswald said.

Contributing to the problem, he observed, are the weakened state of the banking system and the glut of unoccupied office buildings, shopping malls and other commercial projects. Moreover, "the federal, state and local government debt will chill the normal recovery factors needed during a recession."

Oswald noted that growth of the gross national product (GNP) began to slow in late 1988 despite a 4.5 percent increase for the year. It slipped to 2.5 percent last year and ran at an annual rate of just 1.3 percent in the first nine months of 1990.

Meanwhile, the nation's jobless rate has shot up in the last four months — rising from 5.2 percent in June to 5.7 percent in October. Since mid-year, consumer prices have increased sharply, the trade deficit widened substantially and real earnings dropped.

Prices up, earnings plunge

Prices that urban wage earners pay for consumer goods and services jumped 0.7 percent in October — the third abrupt monthly rise in succession — while real average weekly earnings plummeted 2.1 percent, the Bureau of Labor Statistics reported.

Runaway energy costs have largely driven up the CPI-W at a compounded annual rate of 9.7 percent over the last three months, the BLS data showed. Heating oil prices climbed 11.9 percent in October and were up a whopping 43.6 percent over the year. Gasoline prices jumped 7.8 percent last month and were up 33.7 percent from October 1989.

Since Aug. 1, pump prices increased 31 cents a gallon for self-serve unleaded regular gas, the American Automobile Association said. In mid-October, the average price was $1.38 a gallon and climbing.

BLS said public transportation fares increased 1.6 percent in October, mainly reflecting higher airline ticket prices, and were up 11.1 percent over the year.

Medical care costs climbed 0.8 percent last month, rising 9 percent in the last 12 months. Food prices increased 0.4 percent and were up 5.7 percent from October 1989.

The 2.1 percent setback in real earnings stemmed from a 1.4 percent decline in average weekly hours and the 0.7 percent rise in the price index, BLS said.

Worse yet, AFL-CIO economist Anne Draper noted, real earnings were down 3.5 percent from October 1989 and 4.1 percent over the decade.

Trade deficit widens

The nation's merchandise trade deficit topped $9 billion in September for the third month in succession and likely will again exceed $100 billion for the year. Imports amounted to $41.3 billion, compared with exports of $31.8 billion.

The Commerce Department reported that for the first nine months of 1990, the shortfall was $74.3 billion — just $8 billion below the 1989 pace, when the trade gap totaled $109.4 billion.

The trade deficit widened in the third quarter to $28.3 billion from $20.4 billion in the preceding three-month period.

Although oil imports edged up to $6.2 billion in September because of higher per-barrel prices, they accounted for less than one-fifth of the $31.3 billion influx of manufactured goods. The deficit for manufactured goods alone came to $7.4 billion in September and amounted to $66 billion in the first nine months of the year. Both exports and imports of manufactured goods declined in September.

Among major countries, the deficit with Japan remained the highest at $3 billion, although easing $0.7 billion over the month. The shortfall with Canada rose $0.7 billion to $1.2 billion.

Other substantial trade deficits included China, $1.1 billion; Taiwan, $1 billion; developing countries, $5.3 billion, and the Organization of Petroleum Exporting Countries (OPEC), $2.8 billion. The United States posted a $1 billion surplus in trading with the European Economic Community nations, after running a $0.5 billion deficit a month earlier.

In other economic reports:

- Consumer confidence in the economy took the deepest nose dive in 44 years during the three-month period that ended in October, analysts at the University of Michigan said. Since July, the Index of Consumer Sentiment skidded 24.3 points to 63.9. The record low was in May 1980 when it sagged to 51.7. Most consumers in the survey said the economy is now in a recession.
- Industrial production fell 0.8 percent in October, the Federal Reserve reported. Auto production fell 4.5 percent last month and accounted for one-fourth of the overall decline in industrial output, the FRB said, while capacity utilization slipped 0.9 percent to 82.6 percent.

Fed drops short-term rate

- Responding to the nation's economic downturn, the Federal Reserve lowered the short-term interest rate by one-quarter point to 7.5 percent.
- Retail sales inched up 0.1 percent because of higher gasoline prices, the Commerce Department reported. Excluding gasoline, sales fell 0.1 percent to a seasonally adjusted $152.3 billion. Retail sales account for about a half of all consumer spending.
- Wholesale prices shot up 1.1 percent in October, following jumps of 1.6 percent in September and 1.3 percent in August, the Bureau of Labor Statistics said. The impact of the producer price hikes, triggered by higher oil and gasoline prices, is working its way to the consumer level.

Unions denounce USPS chief for slamming door on talks

Continued from Page 1

their negotiations, but bargained for separate contracts. The Laborers' Mail Handlers division represents 53,000 workers and the unaffiliated National Rural Letter Carriers Association, 42,000.

The key issues for the unions remain wages, job security and working conditions, while postal management, in the name of "flexibility," is seeking to create a new classification of permanent part-time workers who would be paid less than full-time career employees and receive little or no benefits.

Current contracts provide for 10 percent of the workforce to be "casual" workers who are limited to 90 days of work, after which they must reapply. The USPS management's new demand would be a permanent version of the "casual" worker, for up to as much as 40 percent of the workforce.

The USPS also is seeking "flexibility" to order workers to relocate to accommodate its automation efforts, a move the unions say will disrupt workers' lives and could be used to force some workers out of their jobs.

Solidarity rallies

The Joint Bargaining Committee presented its contract proposals to management Aug. 28. Since then, solidarity rallies in Washington and in other cities have highlighted the 1990 round of bargaining, the eighth for the USPS and its unions since passage of the Postal Reorganization Act in 1970.

More than 4,000 union members marched on USPS headquarters Nov. 13, one week prior to the contracts' expiration, carrying signs saying. "No givebacks" and "Trash your garbage proposals."

Their message was in response to the Postal Service's proposal for a two-year agreement with no wage scale increases — only a cash bonus of $450 the first year and $500 the second year. Its cost-of-living proposal would cover only price inflation that exceeds 4 percent a year.

Further, a new incentive plan would be based on divisions meeting certain customer satisfaction and budget priorities.

'Garbage' bonuses

Biller called management's offer of cash bonuses, but no wage increases "a piece of garbage designed to pit worker against worker."

Biller noted that USPS management always predicts huge stamp price increases in the midst of bargaining to distort the public perception of the negotiations, gain public support, as in 1981 when it warned that stamp prices would have to be raised, and actually produced a mock-up of a 50-cent stamp picturing Biller and Sombrotto.

This time, Assistant Postmaster General David Charters insisted that the first-class postage price would go to 43 cents per stamp to cover the cost of the union proposal, an increase of 72 percent over the current 25-cent stamp.

But the Joint Bargaining Committee is seeking a 22 percent increase over three years — 8 percent the first year and 7 percent in each of the two following years. The unions pointed out that their members have provided productivity gains in recent years. Biller said Frank had acknowledged worker productivity is up 3.9 percent this year, more than all the previous 19 years combined.

The Mail Handlers also face management demands for the new classification of casual workers, and a proposal that could harm the union's health benefit plan, which is the second largest medical program available to federal workers. The USPS reportedly is seeking to eliminate the so-called "cafeteria" plan under which postal employees can choose their own health provider.

The two sides either can agree to resume bargaining, as they did in 1987, or go to binding arbitration. The FMCS can oversee the selection of a three-member fact-finding panel if the two sides can't agree on a procedure for providing binding resolution of the dispute.

Steve Yarmola/AFL-CIO News

Union Presidents Vincent Sombrotto, left, and Moe Biller rally members of the Letter Carriers and Postal Workers outside the USPS headquarters.

Newsmakers

AFL-CIO Vice President **John T. Joyce** of the Bricklayers recently headed a U.S. delegation to an international labor conference in Cairo, organized by the Egyption Trade Union Federation. Joyce told the assembly that Iraq's invasion of Kuwait is a flagrant breach of international law and constitutes a threat to the peace and security of the Persian Gulf states and the entire world. He also spoke on the AFL-CIO's concern for the thousands of workers in Kuwait and Iraq from Egypt and other countries.

John Fay has been elected secretary-treasurer of the Seafarers by the SIU executive council. He succeeds **Joseph DiGiorgio,** who retired after serving in that post for 18 years. Fay has served as a patrolmen, port agent, headquarters representative and vice president. Since 1978, he also has represented the union in international forums such as the International Transport Workers Federation (ITF) and the United Nations International Maritime Organization.

Rubber Workers President **Kenneth L. Coss** has announced the following staff promotions and appointments:

Albert Bess of Akron, Ohio, was appointed as organizing director; **Daniel Borelli** of Painesville, Ohio, as administrative assistant to Coss; **Thurston Smith** of Dover, Tenn., as administrative assistant to Vice President **J. Michael Stanley; Larry Eanes** of Danville, Va., as administrative assistant to the Secretary-Treasurer **Glenn Ellison; Dennis B. Brommer** of Lancaster, Pa., as assistant to Coss; **Lovel Prewitt** of Strongsville, Ohio, as director of District 1; **James H. Johnson** of Bellwood, Ill., as director of District 4, and **Edward Rissmiller** of Birdsboro, Pa., as assistant director of District 1.

Reassigned as international representives were: **Milan Stone,** former president; **Joseph H. Johnston,** former vice president; **Joseph Zagnoli,** former administrative assistant to Johnston; and **H. Gene Hunsaker,** former acting pension and insurance director. **Bob G. Long,** former assistant to Stone, was reassigned to pension and insurance director, a position he previously held.

Mark Anderson has been named assistant director of the AFL-CIO Department of Economic Research, effective Nov. 19. Anderson joined the AFL-CIO Department of International Affairs in 1976 as an international representative and has represented the federation on issues relating to international trade and investment since 1983. Anderson, an economist, holds a bachelor's degree in political science from Franklin and Marshall College, and a master's degree in political economy from American University. He is a member of the Newspaper Guild.

Linda Puchala, former president of the Flight Attendants, has been appointed staff director of Local 5 Michigan State Employees Association/AFSCME.

Arizona House Majority Leader **Art Hamilton,** a 21-year member of the Electrical Workers, was elected vice president of the National Conference of State Legislatures at its annual meeting. Arizona AFL-CIO Secretary-Treasurer **Charles R. Huggins** said, "They couldn't have chosen a more capable person than Hamilton. We're proud of his accomplishments both at home and in the national arena."

AWARDS

Teachers President **Albert Shanker** received the Eugene V. Debs Award from the Social Democrats USA in New York City Nov. 12. Among the speakers at the dinner were AFL-CIO Secretary-Treasurer **Thomas R. Donahue.** Shanker, an AFL-CIO vice president, was saluted for his commitment to labor justice, educational reform, and political freedom.

Farm Workers President **Cesar Chavez** has received the Aztec Eagle award, the highest medal given to non-Mexican citizens, for his "efforts in defense of the human rights of Mexican nationals in the United States and the preservation of Mexican culture." The award was presented to Chavez by Mexican President **Carlos Salinas de Gortari** in Mexico City. The award also was presented to **Julian Zamora** of Colorado, a sociologist and former professor, and **Americo Paredes,** a University of Texas professor.

Dorene Ludwig, artistic director and president of the American Living History Theater, an Actors' Equity company based in Hollywood, has been chosen as the 1990-91 recipient of the Lucy and Harry Lang Internship, a $10,000 scholarship. Ludwig will investigate current training material on eliminating sexual harassment in the workplace, and create drama-based material for training unionists.

John S. Reed, chairman of Citicorp/Citibank, received the National Planning Association's Gold Medal Award at a ceremonial dinner in New York City on Oct. 16. Co-chairs of the event included AFL-CIO Secretary-Treasurer **Thomas R. Donahue,** General Motors Corp. Chairman **Robert Stempel** and **Richard J. Schmeelk,** chairman of C.A.I. Advisors.

—Compiled by Duane Covert

Musicians win Radio City Music Hall agreement

New York

Musicians Local 802 members overwhelmingly ratified a new three-year contract with the Radio City Music Hall that guarantees the continuance of a pool roster that management had sought to end.

Radio City Music Hall management had threatened to use recorded music for its upcoming Christmas shows if no accord was reached.

The new accord will raise wages by 16.3 percent over the life of the contract, lifting the weekly pay from $881 under the previous agreement to $1,025 in the third year of the new contract. Orchestra rehearsal pay will be raised from $17.02 per hour to $21 by the end of the agreement.

The 35 pool members will continued to be covered by Local 802's health plan, and contributions for non-pool members will be increased from a maximum of $17.25 a week under the last contract to $30 a week maximum, effective July 1, 1990, and increasing $2.50 each six months thereafter.

Local 802 also won a first contract for the musicians who perform with the Concert Pops of Long Island. Those members overwhelmingly ratified a first contract with the New York Brass Choir Inc., the parent group of the Concert Pops.

The three-year accord provides job security for the 39 musicians who were organized in July 1990. Complaints of late payment of wages and arbitrary dismissals had prompted the organizing drive. The contract addresses those issues.

Week of protests against Shell set

Trade unionists are being urged to join in protests against Shell Oil Dec. 3-10, "Human Rights Week of Action Against Shell Oil."

UAW President Owen Bieber, who co-chairs the National Labor Shell Boycott Committee along with Mine Workers President Richard Trumka, pointed out in a letter to union leaders that Shell is perpetuating the abuses of human rights committed by the South African government.

"We encourage you to plan at least one public event during this week, such as leafletting at a Shell service station or demonstrating at regional distributorship or a local Shell office," Bieber said.

The boycott committee also is asking union members to contact Shell and urge the company to withdraw from South Africa. To contact Shell, call at 1-800-331-3703 or 713-241-6161; or fax at 713-241-6781. To send a letter of protest, write to Frank H. Richardson, president of Shell Oil Co., One Shell Plaza, Houston, Texas 77001.

Automotive supplier added to boycott list

The Brown Corporation of Ionia, Mich., has been added to the AFL-CIO's national boycott list, at the request of the Electronic Workers.

Members of IUE Local 436FW struck July 15, after the company proposed to cut wages by $1.50 an hour and shift certain health insurance costs to the workers.

The company, which supplies automotive components to major companies, has hired and continues to hire replacement workers.

Resources

CONFERENCES

All in a Day's Work: Organizing Women's Economic Power is the theme of a three-day conference to be held in Washington, D.C., Feb. 10-12. Among the speakers will be AFSCME Secretary-Treasurer William Lucy. For more information, call 202/737-5764.

VIDEOS

Organizing Unions: The Catholic Perspective is 10-minute video that describes Catholic teaching on the right of workers to form unions. The video plus an Organizers Resource Guide are both available for $10/set from the Department of Organization and Field Services, AFL-CIO, 815 16th Street, N.W. Washington, D.C. 20006. For more information, call Michael Szpak, AFL-CIO Religion/Labor Coordinator at 202/637-5284.

On the Move is a 22-minute documentary videotape describing RWDSU Local 1199's recent contract victory for 50,000 health care workers in New York City. The soundtrack features music from Tracy Chapman, Ruben Blades, and Jackson Browne. Cost is $25/copy. Order from Bread and Roses Cultural Project, Inc. 320 West 42nd St., Suite 1905, New York, N.Y. 10036, 212/947-1944.

New additions to the Department of Education's Film Library include: **How to Conduct Local Union Elections,** produced by the Communications Workers, which outlines the rules for union elections, and **The Power Game,** a four part series of one-hour tapes that described how the Washington political game works — "The Presidency," "Congress," "The Pentagon," and "The Unelected (Media, Lobbists Staff)." Tapes are $5 for rental fee from the AFL-CIO Film Division, 815 16th St., N.W. Washington, D.C. 20006.

PUBLICATIONS

The Committee for Workplace Fairness, which is organizing support for striker replacement legislation, has begun a newsletter, **No Scabs Update,** describing the current status of the campaign. To get on the mailing list, contact Brian Turner, Committee for Workplace Fairness, 815 16th Street, N.W. Washington, D.C. 20006, 202/842-7845.

Salaried and Professional Women: Relevant Statistics contains vital statistical information and examines trends for women with university degrees. Copies cost $3 and are available from the Department for Professional Employees, AFL-CIO, 815 16th Street, N.W. Washington, D.C. 20006.

Campaign for Justice is a new publication produced by the Ladies' Garment Workers that describes in statistics and case studies the return of the sweatshops and the abuse of homeworkers in the garment industry. Up to 100 copies free; 50 cents for each additional copy. Discounts for large orders. Order from ILGWU, Campaign for Justice, 1710 Broadway, New York, N.Y. 10019.

Holding the Line in '89 is a history of the successful 1989 telephone strikes by the Communications Workers and Electrical Workers. Copies are available for $6 each from Labor Resource Center, 186 South Street, 4th Floor, Boston, Mass., 02111, 617/391-3866.

Worker-Centered Learning: A Union Guide to Workplace Literacy describes in detail how to establish or strengthen a workplace literacy program. It is available for $5.50/copy (plus shipping and handling) from Human Resources Development Institute, 815 16th St., N.W., Washington, D.C. 20006.

A new pamphlet, **CTD's: Big Disabilities from Small Injuries,** tells workers how to recognize Cumulative Trauma Disorders, how a doctor can help, and how to prevent them. Available from Workplace Health Fund, 815 16th St., N.W., Room 301, Washington D.C. 20006 or call 202/842-7833.

The Economic Policy Institute's **The State of Working America, 1990-91 Edition,** is available by calling 1-800-541-6563. A discount of 40 percent off the $10 cover price, with $6 for postage and handling, is available before Nov. 15.

—Compiled by Duane Covert

Unions pledge strike support at Daily News

Continued from Page 1

- AFL-CIO Vice President Lenore Miller of the Retail, Wholesale and Department Store Union, said RWDSU pledged $75,000, with $55,000 coming from its Local 1199.
- Vice President Morton Bahr of the Communications Workers pledged $50,000, while Vice President John J. Sweeney of the Service Employees and John Kelly of the Office and Professional Workers each pledged $30,000 on behalf of their unions.
- Vice President Owen Bieber of the UAW pledged $25,000, as did Vice Presidents Jay Mazur of the Ladies' Garment Workers, Gerald W. McEntee of AFSCME and Jack Sheinkman of the Clothing and Textile Workers.
- Charles B. Dale, president of the Newspaper Guild, pointed out that the union had already given $250,000 to the strikers and ''there is plenty more where that came from,'' he said.
- Alfred W. DiTolla, president of the Stage Employees, pledged $5,000 to the fund and UAW District 65 members pledged to contribute $1 each per week to help the strikers.

In addition to money, other assistance has been offered by AFL-CIO unions. RWDSU is providing sandwiches and drinks daily at all picket locations, Miller said.

The national and state AFL-CIO have committed several more staff members to work fulltime on organizing the advertising and reader boycott campaign, legal affairs and community services. The national AFL-CIO has had three staff members coordinating efforts since soon after the contract deadline passed March 31.

These pledges of support come as the financial noose continued to tighten around the Daily News. ''The News has been able to to print, but they cannot deliver the paper,'' McDonald said.

The effort to get newsstands to boycott the Daily News has been ''99 percent effective,'' McDonald said. The paper's circulation was 1.2 million before the strike, but the company now is printing only 600,000 copies daily, and delivering only 200,000, with 90 percent of that in home delivery sales, he said.

The News management, which plotted a strike strategy for months and spent an estimated $24 million on strike contingencies, misjudged the importance of newsstand distribution, Van Arsdale said. He noted that drivers for union papers, who deliver to the same spots as do scab-driven News trucks, have helped convince newsstands not to carry the Daily News.

Union members soon will go door-to-door in the boroughs of Queens and Brooklyn — the Daily News' largest home circulation areas — and ask people to stop taking the paper, McDonald said.

There is ''tremendous acceptance of the idea of not buying the News,'' Van Arsdale said.

The advertising boycott also has been effective, McDonald said. At the beginning of the strike, the News had 600 advertisers. That number is down to 40, he said, and half of those are pulling out. Many of the remaining advertisers will stop advertising when current contracts expire, McDonald said.

The News had 39 display ads in its Tuesday, Nov. 13, edition and 35 on Wednesday. Before the strike, the number was close to 500, according to a Guild survey.

The only thing the Tribune Co. will understand is economics, McDonald said. ''Our motto is 'Settle or Sell.'''' The unions are willing to talk about whatever it takes to settle the strike, he said, but the News management is determined to have a union-free environment.

The New York City Central Labor Council also hopes to send a message to the Tribune through the parent paper's pocketbook. Van Arsdale said the council will ask national unions to work through their Chicago-area locals to notify Tribune readers of the company's labor relations in New York.

Steve Miller/Miller Photography

Some 4,000 union members were on hand to voice their support for Daily News strikers at a rally Nov. 14.

Employers join in health care reform drive

Continued from Page 1

joined a state health care working group that will recommend policy solutions to the governor next year.

In separate contract negotiations with major steel producers, the Steelworkers won industry-wide agreement to jointly work toward a national solution to the health care crisis.

The Communications Workers and Electrical Workers have a similar agreement with American Telephone and Telegraph and some Bell operating companies, and the Clothing and Textile Workers agreed to work with a group of cotton/fiber manufacturers.

The Mine Workers and the Bituminous Coal Operators Association jointly developed a proposal that would secure health care benefits for retired miners and their families, as part of their work on the federal commission named to review the industry's health and pension benefit plans.

The AFL-CIO recently completed a series of regional public hearings on the health care crisis, in which employer groups and health care providers participated. The federation is studying that testimony as it develops a legislative strategy to push for health care reform in the 102nd Congress.

The AFL-CIO's half-hour documentary on the health care crisis, ''Health Care: Critical Condition,'' which aired around the country on Labor Day, is getting new life.

The program can be seen on Channel 20 in the Washington, D.C. area Dec. 9 at 10 p.m., and also will be distributed on the public broadcasting network early next year.

PBS also is broadcasting beginning in December its own production, called ''Borderline Care,'' which contrasts health care in the United States and Canada.

INSIDE

1 ***More employers join health care campaign***
The UAW's recent pattern contracts with the Big Three automakers include pledges by the employers to work with the union for a national solution to the health care crisis.

2 ***Job safety conference counts workplace toll***
Some 700 union safety representatives gather in Milwaukee to explore ways to curb the mounting toll of jobsite injuries, illness and death.

3 ***Children victimized by foreign toymakers***
Trade unionists are warning consumers that most of the toys for sale this holiday season are made overseas, where child labor abuses are rampant.

3 ***Iron Workers warn on infrastructure***
U.S. roads and bridges are crumbling under the burden of inaction and delay, says Iron Workers President Jake West in a white paper that recommends how to shore up the nation's infrastructure.

5 ***Right-to-work law repealed by Navajos***
A hard-fought Mine Workers campaign helped convinced the Navajo Indians to repeal a right-to-work law that left many in the tribe unrepresented on dangerous uranium mine jobs.

6 ***Recession recovery outlook is bleak***
The economy is in the grips of a recession and recovery will be difficult because of the massive federal debt and weakened banking system, AFL-CIO chief economist Rudy Oswald warns.

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The AFL-CIO does not accept paid advertising in any of its official publications. No one is authorized to solicit advertising for any publications in the name of the AFL-CIO.

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AFL-CIO NEWS

VOLUME 35, NUMBER 25 DECEMBER 10, 1990

FOCUS

OCAW's Jay Hall, who watched a friend die after a refinery fire, was among workers underscoring the need for OSHA reform at an AFL-CIO conference. **See pages 6-7.**

Major advertisers join exit at failing Daily News

Workers facing lean holidays

By James B. Parks

Three-year-old Abigail Leib is one of the Daily News' innocent victims.

''I had to take her to the meeting where we decided to strike and she was scared to death because mommy has no job,'' said her mother, striking News employee Beverly Weintraub.

And now the financial strains of the strike could mean that Abigail's parents may not be able to afford Christmas presents.

During the month-and-a-half strike, Weintraub and her husband ''have severely reduced our spending wherever we can. We can pay most of the bills so far, but next month, I don't know,'' she said.

They have already dipped into their savings to pay some bills, but may have to forgo some extras like Christmas presents for Abigail.

The strike also has robbed Weintraub of the time she normally spends with her daughter. A copy editor who worked at night, Weintraub got to spend her days at home. But now, between freelance work and strike activity, she's gone most of the day.

Like Weintraub, Rosemary Lavan is braced for the heartbreak and the loss she feels over what has happened at the News.

''I see my friends telling their kids that it won't be a good Christmas,'' she said. ''You try to help as much as you can, but these are proud people who want to do it themselves.''

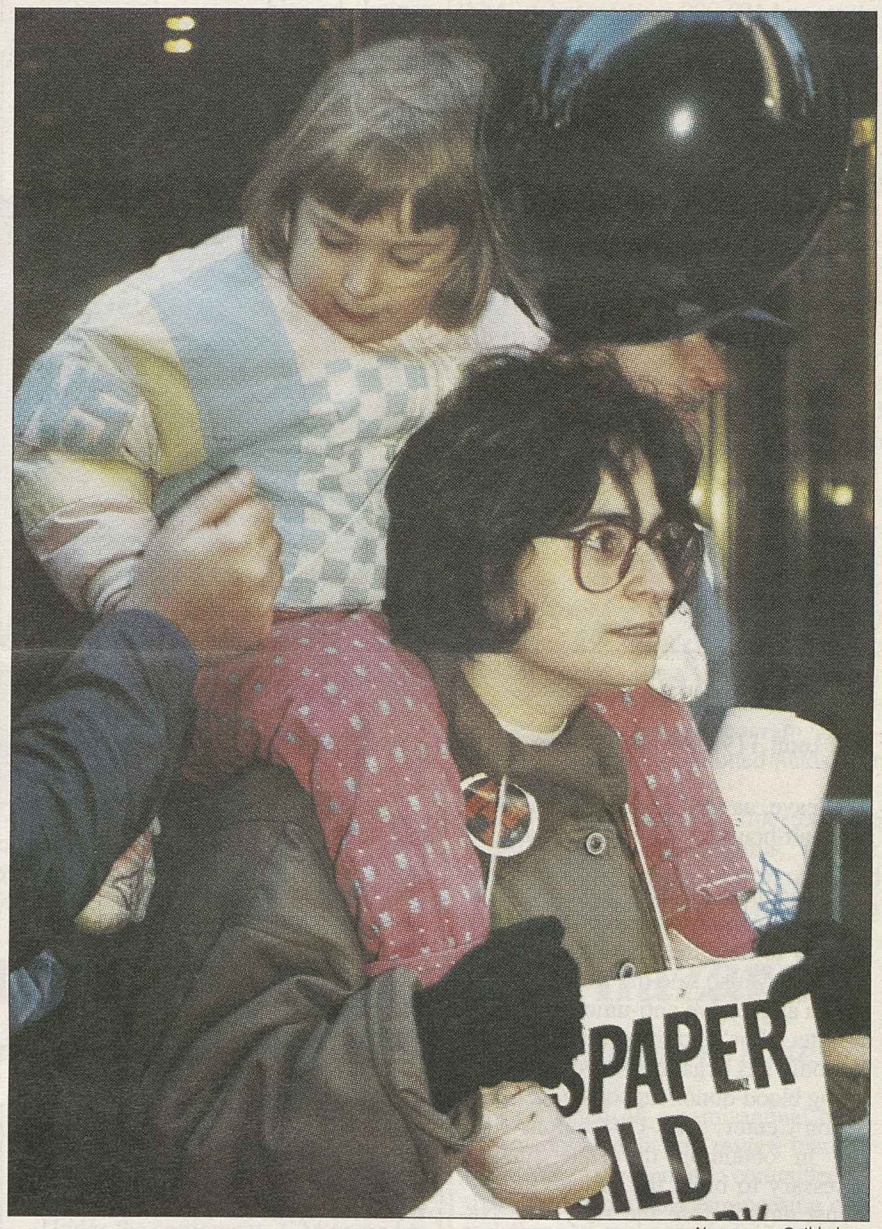
''Some of these people are financially strapped and...they're not that young. They're scared, because they may never work again.''

Lavan, who has three small children, said she has had to make some financial adjustments. She has given up some of the extras in her life, such as eating out. It's harder to pay the babysitter who looks after the children when she goes to the Guild offices to work on the strike.

You can't help but be committed when you see old men on walkers and men on canes walking in the rain on the picket lines, she said.

''Unless there is a settlement, I will never go back to the News and that's terrible,'' she said, breaking down into tears. ''I had a lot of fun and met a lot of good people who are not there anymore. And unless they are back, I won't be back.''

Continued on Page 12



Newspaper Guild photo

Striking Daily News copy editor Beverly Weintraub carries daughter Abigail during a family day on the picket line.

By James B. Parks

Amid signs that the New York Daily News may be forced to shut down, the strike by nine unions picked up more steam as the newspaper's ''big three'' advertisers dropped out.

Meanwhile, the striking unions are considering legal ways to thwart a judge's ruling allowing homeless hawkers to sell the paper in the city's subways and commuter stations.

Within a 10-day period, 16 major advertisers dropped their ads from the Daily News. Leading the dropouts were Macy's, Abraham & Straus and Alexander's department store chains.

Alexander's and A&S accounted for more than $6 million a year in revenues and Macy's represented $6-$9 million a year, according to advertising experts.

The other advertisers that pulled out were Radio Shack, Goodyear Tire and Rubber, Coca-Cola, Harrows, Seaman's Sporting Goods, Blue Cross, J.C. Penney, Trader Horn, The Wiz, Dime Savings Bank, Sears, R&S Strauss, and Filene's Basement.

Gary Horton, one of the AFL-CIO organizers assigned to the strike, said the only major advertisers still running in the newspaper are American, Delta, and Continental Airlines.

Before the latest flood of advertisers dropped out, Daily News officials reported the newspaper expects to lose $30-$35 million this quarter, bringing its losses to $80-$90 million for the year.

''The paper had gross revenues of $420 million last year and 75 percent of that came from ads,'' a spokesman for the Newspaper Guild said. ''If the News doesn't negotiate an end to this strike soon, it will be forced to close down.''

The fate of the newspaper may hinge on action taken at a Dec. 11 board meeting of its parent Tribune Co. in Chicago.

''I surmise the meeting might trigger the shutdown of the News,'' said Barry

Continued on Page 12

Health insurers cut risks by cutting out many workers

By Candice Johnson

Many insurance companies are handling the soaring costs of health care by denying coverage to persons in what the companies consider to be high-risk occupations.

These companies are ''redlining'' workers, forcing them to pay exorbitant premiums, and screening for a variety of medical conditions and then refusing to cover costs related to those ailments.

By driving away people with costly health problems and limiting the pool of insured persons only to the healthiest citizens, insurers are hoping to keep claims — and payouts — at a minimum.

Karen Ignagni, AFL-CIO director of Employee Benefits, called this trend ''social Darwinism at work in the insurance industry.'' Millions of Americans are now denied insurance coverage, she said, including ''companies with a high proportion of young families, workers with chronic conditions or retirees being priced out of the market.''

The AFL-CIO's health care committee is examining a range of alternatives to address this issue as part of its national health care reform proposal, Ignagni said, noting that the need for reform goes beyond the small business market and includes other groups shut out of the insurance market.

Many insurers, especially those covering smaller businesses, use an ''experience rating'' system, and only want to cover persons in good health. A carrier may offer a low first-year rate, then raise premiums — or even cancel the entire group — if any members develop serious health problems.

A growing number of industries are considered ''too risky'' for insurers to offer coverage, and workers in those jobs are often ''blacklisted,'' unable to obtain any coverage. The New York Times reported, based on information from an insurance broker, that more than 40 industries were listed as ineligible for coverage by several large insurers.

The diverse list included laundries,

Continued on Page 9

Bush's Mexican trade plan branded 'job giveaway'

By Candice Johnson

Pointing to growing environmental and economic problems on both sides of the border, the AFL-CIO expressed its strong opposition to Bush administration efforts to win ''fast-track'' approval of a new free trade agreement with Mexico.

Under such a timetable, any agreement reached between the U.S. and Mexican negotiators could not be modified by Congress, which should have a full role in determining whether the agreement is in the best interests of U.S. and Mexican citizens, the AFL-CIO said.

President Bush discussed a free-trade arrangement in two days of talks with Mexican President Carlos Salinas de Gortari, who suggested that Canada also should be invited to join in a U.S.-Mexico-Canada free-trade zone.

A free-trade agreement with Mexico would simply create a giant ''enterprise zone,'' where minimum wage and child labor laws don't apply, where health and safety regulations are not observed and where environmental protection standards are ignored, the AFL-CIO charged.

William Bywater, president of the Electronic Workers and head of the federation's subcommittee on international trade, said the plans for an agreement amount to ''just another job giveaway to a low-wage haven'' that would lead to the loss of thousands more manufacturing jobs.

Thousands of manufacturing workers lost their jobs in the 1980s as the maquiladora system boomed from just 120 plants employing 19,000 Mexican workers in 1970 to more than 1,700 plants and 450,000 workers today. And thousands more are threatened by the possibility that more job opportunities also will go south, the AFL-CIO said.

Under the existing trade arrangements, Mexican workers are turning out goods destined primarily for the U.S. market, with products shipped back across the border with minimal duty charges. Companies can escape wage, safety, environmental and other regulations by paying Mexican workers about $25 for a 48-hour week.

The AFL-CIO views the prospect of such an agreement with considerable alarm, said the AFL-CIO's international trade expert Mark Anderson. U.S. negotiators are ignoring minimum workplace standards and benefits, environmental standards and other regulations, focusing only on liberalizing trade in goods and the movement of capital, he said.

While the AFL-CIO opposed the U.S.-Canada free trade agreement, Canada at least has wage levels, living standards and regulations similar, if not superior, to those in the United States, Anderson noted.

However, ''a free trade agreement with Mexico, a country where wages and social protections are almost nonexistent when compared to our own, simply invites disaster for U.S. workers,'' he said.

Bush also is meeting with leaders of several South American countries who are seeking increased trade and U.S. investment.

The Bush administration has proposed an ''Initiative of the Americas,'' that would create a hemisphere-wide free-trade zone, but also is continuing free-trade discussions with Chile and Venezuela.

SEIU strikers ply turnips at blood center

By Sharolyn Rosier

Following a month-long strike and six months of unsuccessful contract negotiations between Service Employees Local 1199 and Tri-State Blood Center in Huntington, W.Va., the American Red Cross has agreed to an emergency bargaining session under the auspices of the Federal Mediation and Conciliation Service.

''While strike actions taken by Local 1199 had a very effective impact on local blood donations, it became clear that involvement by the National Red Cross was critically needed to restore good-faith negotiations,'' said SEIU President John J. Sweeney.

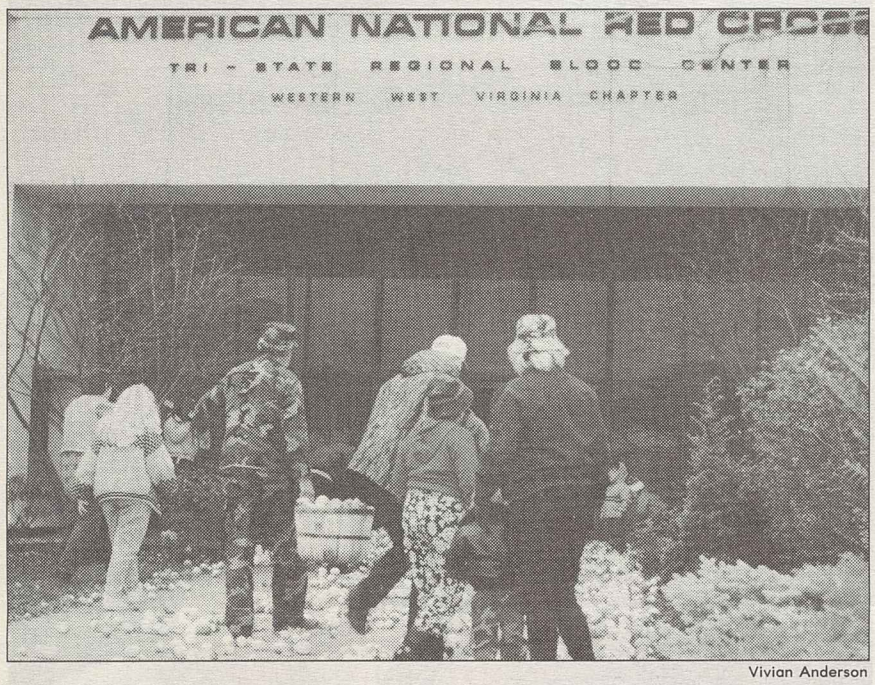
To demonstrate their point about Tri-State Blood Center's refusal to bargain, Local 1199 and several local unions piled 50 bushels of turnips at the entrance of the building Dec. 2.

''They can either be fair to their workers or they can find a new medical discovery to get blood from turnips,'' said Tom Woodruff, president of Local 1199.

About 250 people joined in the rally, chanting union slogans and offering support for about 90 striking workers.

Lou Albright, a field representative for the AFL-CIO, said Red Cross management tried to keep strikers from rallying by placing blockades and company-owned vans in front of entrances to the facility's parking lot.

Tri-State Blood Center has demanded concessions on vacations, holidays and sick leave, as well as the elimination of paid half-hour lunch breaks, Local 1199 said.



Vivian Anderson

SEIU Local 1199 strikers transfuse Red Cross blood bank with turnips.

The employer has acknowledged receiving blood from centers around the country to help them break the union.

Sweeney also said the Red Cross has run an aggressive anti-union campaign despite labor's longstanding support. Not only has organized labor provided strong blood-donor support to the Huntington Center, AFL-CIO unions were key in obtaining the state funding necessary to build the center.

Just days before the rally, the National Labor Relations Board issued a finding of sufficient evidence for an administrative hearing next year on charges of two instances of bad-faith bargaining and one instance of an employee being threatened.

The NLRB found that a supervisor had told an employee that his union membership would have a negative impact on his career, while another supervisor encouraged employees to refrain from pro-union activities.

Another charge involved a supervisor who bypassed the union in making a change to shift schedules for laboratory employees.

''This confirms what we've said all along — everyone who's been charged is on management's negotiating committee,'' said David Mott, secretary-treasurer of Local 1199.

If the meeting with FMCS does not result in good-faith bargaining, a rally will be held Tuesday, Dec. 11, at the National American Red Cross headquarters on 17th and D Streets N.W. in Washington.

Greyhound seeks to limit liability on union claims

The Amalgamated Transit Union, representing some 9,300 striking drivers and clerks at Greyhound Lines Inc., called on the federal bankruptcy court to reject the bus line's reorganization plan because it seeks to limit unfair labor practice claims by union members.

ATU President James La Sala said the proposal is an attempt to use the bankruptcy process ''to avoid responsibility and liability for the company's ongoing unfair labor practices.''

A complaint issued by the National Labor Relations Board found that strikers who offered to return to work May 23 would be due back pay — estimated at $85 million by the union and the NLRB — because of unfair labor practices by Greyhound that ''caused or prolonged'' the strike. A hearing on the complaint before an administrative law judge is set for Jan. 15.

In its reorganization proposal, Greyhound asked the bankruptcy court to cap potential back-pay charges at $40 million, in addition to setting up payment schedules for secured and unsecured creditors.

La Sala criticized provisions of the proposal that allow ''golden parachutes'' for senior management of three times their annual salaries, plus stock options.

The sole ''bright spot'' in the filing is the financial and operational disclosure statement that will enable outside parties to evaluate the company, he said.

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Hyundai scored for coercion on bogus bolt imports

By John R. Oravec

The AFL-CIO Metal Trades Department is urging Congress to investigate attempts by the Korean conglomerate Hyundai to undermine efforts of an American business-labor coalition to promote safeguards against the influx of counterfeit bolts.

Hyundai has been charged in a lawsuit with manufacturing faulty bolts and fasteners in transportation equipment shipped to the United States. In response, Hyundai has subpoenaed documents of the National Council of Industrial Defense, which has been pressing Congress to take action against procurement of faulty foreign-made materiel.

In a letter to the chairman of the House Subcommittee on Human Rights and International Organizations, MTD President Paul J. Burnsky accused Hyundai of trying to ''intimidate the legitimate political activities'' of NCID in lobbying Congress to outlaw the importation of counterfeit bolts.

Burnsky expressed grave concern about ''the chilling effects that such outrageous practices'' may have on a legally constituted coalition such as the NCID and its general counsel, who are exercising their rights to petition Congress.

The coalition's general counsel, Jerome Zeifman, is representing J&D Truck Inc. of Shrewsbury, Mass., which is suing Hyundai on charges the Korean conglomerate ''knowingly and fraudulently manufactured transportation equipment using unsafe and substandard bolts and fasteners in violation of federal safety standards.''

The MTD and several AFL-CIO affiliates are members of the NCID, which recently won an out-of-court settlement from the Pentagon for violations of ''Buy American'' laws in the procurement of foreign-made military goods totaling $22 billion a year.

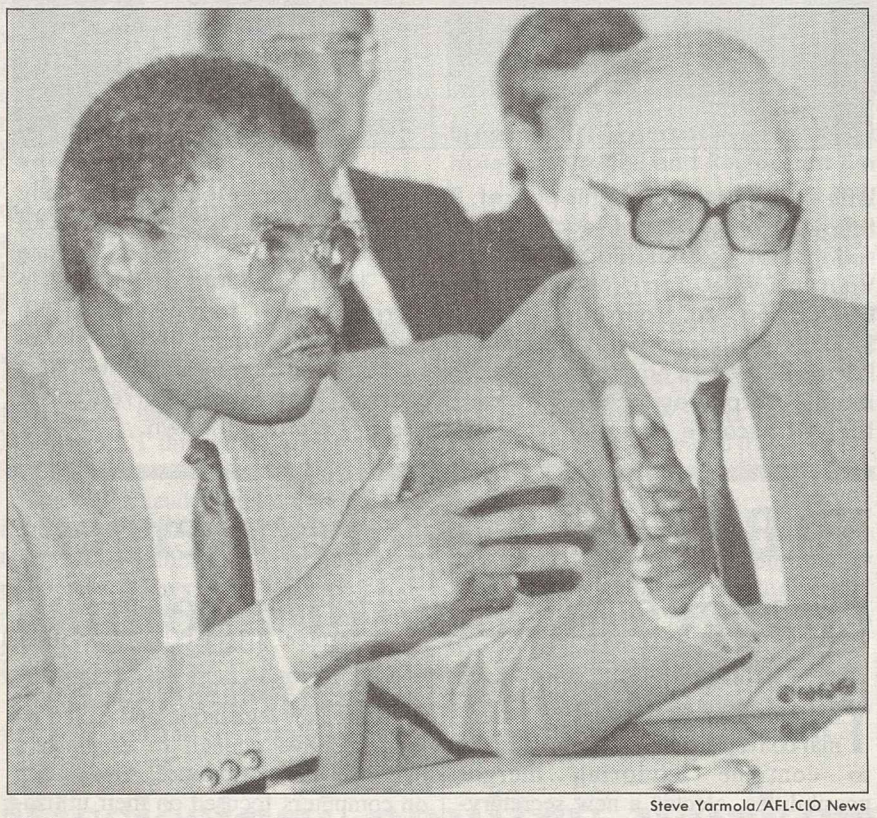
Faulty bolts and fasteners linked to foreign purchases have been found in recent years in U.S. military aircraft and tanks. Mechanical failures stemming from substandard bolts have caused accidents that resulted in serious injuries and fatalities.

In his letter to House subcommittee Chairman Gus Yatron (D-Pa.), Burnsky pointed out that Hyundai has a deplorable worker rights standing.

''Early last summer,'' Burnsky wrote, ''Americans watched in horror as the company and Korea's right-wing government brutalized 1,500 sitdown strikers and punished their union leaders with beatings and jail terms to put down a series of sympathy strikes at Hyundai's shipyard in Ulsan.''

He urged members of Congress to join the MTD ''in condemning Hyundai's attempts to export their political intimidation tactics to our shores.''

More funds sought to ease defense cut impact on workers



Steve Yarmola/AFL-CIO News

AFGE President John Sturdivant, left, and AFL-CIO Research Director Rudy Oswald address the major impact of defense cutbacks on workers and communities during a conference with more than 50 labor leaders.

By Mike Hall

Workers whose jobs may be eliminated by expected military spending cutbacks and base closures may find some assistance under a $200 million program included in the Department of Defense 1991 appropriations.

The AFL-CIO called the expenditure a ''modest first step'' toward a national economic conversion program. The federation in February called on Congress to enact more comprehensive conversion legislation that would include extended unemployment benefits and health care coverage for workers who are displaced.

Despite the military buildup in Saudi Arabia, the AFL-CIO expects more defense spending cutbacks and more defense job losses, Research Director Rudy Oswald told more than 50 union and labor body leaders at a conference on economic conversion Nov. 27.

The Departments of Labor and Defense are developing program guidelines to distribute the allotted funds over a three-year period.

The authorization bill allocates some $150 million for various worker assistance and retraining programs and another $50 million for communities adversely affected by defense cutbacks.

The services, provided under a new section of the Title III Job Training Partnership Act, are expected to include readjustment counseling, job placement, job training, relocation assistance, classroom training and other programs.

HRDI Director Michael McMillan, addressing the conference on economic conversion, said JTPA money will serve only a fraction of those in need.

''We must do a better job of seeing that all JTPA dollars are spent and needed services get to our members,'' McMillan said, pledging HRDI assistance to all unions and labor bodies.

The Pentagon plans to notify labor unions, federal agencies, governors and mayors of planned base cutbacks six months in advance, Robert Rauner, director of the DOD office of economic adjustment, told the conference. Early notification will give unions and communities time to develop plans to address base or plant closing.

''We must have a placement center with active union involvement at every base slated for cutbacks,'' Government Employees President John Sturdivant said.

GM plants target lingering job hazards

Redesigning work stations to combat repetitive motion injuries

By Arlee C. Green

An extensive program to combat workplace repetitive motion injuries will be undertaken at 138 General Motors Corp. plants and involve 302,000 UAW members.

The program is part of a settlement reached among GM, the union and the Occupational Safety and Health Administration for citations issued against the company by OSHA for violations of health and safety rules at plants in Trenton, N.J., and Oklahoma City, Okla. GM also agreed to pay the full proposed penalties of $360,000.

UAW Vice President Stephen P. Yokich, director of the union's GM department, said the program ''can make significant progress in eliminating bad job design and decreasing job injury risks.''

Yokich underscored the importance of worker involvement in eliminating ergonomic hazards. Repetitive motion injuries account for 48 percent of all worker injuries, according to OSHA.

Labor Secretary Elizabeth Dole called ergonomic hazards ''one of the nation's greatest worker health and safety concerns in the decade of the 1990s.'' She praised the team spirit that produced the agreement among labor, management and government.

The six-year agreement is similar to corporate-wide settlements reached at Chrysler Corp. in November 1989, covering five plants, and at Ford Motor Co. in July 1990, covering 81 facilities.

Under the settlement, GM agreed to establish ergonomics programs at each facility to implement both the settlement provisions and the recommendations of a pilot program on ergonomics that the union and GM had conducted with the University of Michigan.

Plan developed through union, company and OSHA cooperation on eliminating hazards

The ergonomics program will include a committee to monitor enforcement, employee training, medical monitoring and job analysis.

GM will use engineering, work practice or administrative controls to abate ergonomic hazards. It will identify jobs with potential ergonomic hazards, determine priorities and feasible corrective actions, and develop a corporate-wide information sharing system.

For the first two years, GM will make quarterly ergonomic reports at each facility to the appropriate OSHA area office. Thereafter, the reports will be conducted on a semi-annual basis.

An annual audit will review management support, ergonomic committee activities, records, and engineering control changes, and provide for interviews of workers on their awareness of ergonomic hazards.

The medical monitoring program will provide early detection and treatment of repetitive motion traumas. Workers with such injuries will be moved to other jobs that would avoid or reduce the activity or motion that caused the disorder.

Workers would receive about 40 hours' training, which would include hands-on, problem-solving techniques as well as classroom instruction, OSHA said.

The settlement provides for closer cooperation between the company and OSHA, but the federal agency will retain its right to cite GM if ergonomic issues are not reasonably addressed.

Fifty-six of the 138 plants are in Michigan, 10 are in Indiana with others in Iowa, Kentucky, Maryland, Minnesota, Oregon, Virginia, Tennessee and California.

The ergonomics programs at GM are expected to be fully implemented by Sept. 18, 1996. Other unions at the plant are expected to sign similar agreements at a later date, OSHA said.

Unions adopt plan to protect workers on takeover deals

The Paperworkers and the Carpenters have agreed to a joint program designed to protect workers' rights and benefits in corporate takeovers of paper and wood products companies.

''For too long, workers have been victimized by corporate manipulations motivated by short-term economic interest,'' UPIU President Wayne E. Glenn and UBC President Sigurd Lucassen said in a joint statement.

The package was developed by the joint solidarity committee of the two unions. It identifies job security, collective bargaining recognition, pension benefits and job protection as fundamental worker rights that should remain after any company takeover.

The unions plan to mobilize their members and the community to make the case for workers' rights in the event of takeover, Glenn said.

Lucassen said the unions also will target investors to sensitize them to workers' interests in takeovers. The unions specifically cited the use of public employee pension funds as one way to sway support for workers, since such funds often are major shareholders in publicly traded paper companies.

The unions said that several factors point to the acceleration of takeovers.

SEIU wins NLRB ruling against nursing homes

By Sharolyn Rosier

The Service Employees hailed an administrative law judge's finding that Beverly Enterprises — the largest nursing home chain in the nation — is guilty of 33 violations of unfair labor practices in 12 states. The preliminary finding included an order to reinstate the fired union activists with back pay and interest.

SEIU President John Sweeney called the decision "a great victory for the tens of thousands of workers at Beverly nursing homes, many of whom lost jobs, endured years of harassment from one of America's corporate giants, and were denied the right to union representation."

National Labor Relations Board Administrative Law Judge Martin J. Linsky issued a "cease and desist order" covering all of Beverly's 885 nursing homes. By holding a single corporation responsible for labor law violations at its separate facilities, the NLRB has opened the door to similar cases against large corporations, Sweeney said.

Linsky likened the corporate-wide remedy to landmark board orders in 1978, 1979 and 1980 requiring J.P. Stevens and Co. to post notices at all its plants. The Beverly decision, which is broader than the J.P. Stevens orders, will, if aggressively enforced, "trigger critical new protections for the workers of the future," Sweeney said.

"It is now up to the Labor Board whether they make a genuine victory of this order through aggressive enforcement — or whether they elect to let it lie on the shelf," Sweeney said.

Linsky cited Beverly for illegally disciplining or firing employees for union organizing activity, failing to bargain in good faith, and assaulting a union representative.

The company also illegally prohibited leafleting, removed a union bulletin board, promised increased vacation benefits to employees if they decertified the union at one facility, and threatened an employee if she didn't testify on Beverly's behalf at an NLRB hearing, Linsky said.

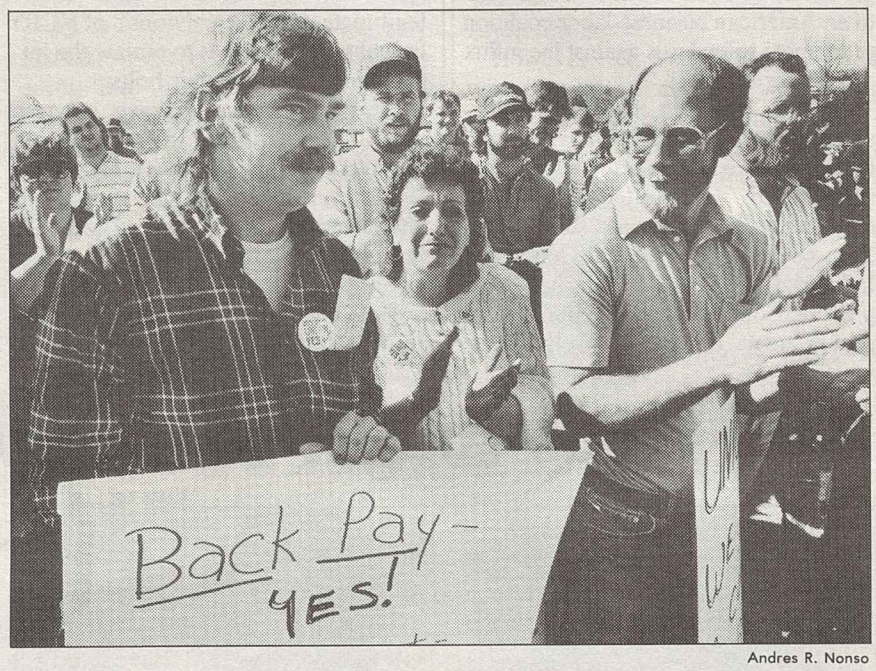
The judge rejected Beverly's contention that it lacked direct control over the actions of its individual nursing homes. The company said it would appeal the ruling.

John August, president of SEIU's Local 1199P, said there were originally 77 actual counts involving unfair labor practices and the dismissal of workers for union activities. The local was involved in 42 of the 49 separate cases.

The decision, which was signed by Linsky Nov. 9, orders a 60-day posting of a notice to employees informing them of the violations and detailing employees' rights. New elections also were ordered at two nursing homes.

Among those who would receive back pay are 18 employees fired for union activity and 17 who were fired but later rehired. All would receive back pay plus interest for the time they were off.

SEIU Local 1199P initiated the action in 1986 after 17 workers at Beverly's Fayette Health Care Center in Uniontown, Pa., were fired for wearing pro-union buttons four days before a union election. Despite the harassment, the local has successfully negotiated 14 union contracts with Beverly throughout Pennsylvania.



Andres R. Nonso

With his back-pay check in his pocket, Rich Vautrin, left, celebrates at a rally following a settlement reached with Louisiana-Pacific Corp. over an NLRB ruling that he was illegally fired for union activities. Applauding are Vautrin's wife, Terri, and Donny Saylers, local president at the mill in Dungannon, Va. Vautrin received the largest check, for $50,000, of the $250,000 in back pay with interest and retroactive pay raises that Louisiana-Pacific agreed to pay 150 employees for discriminating against them during the Carpenters' 1987-88 organizing drive. The workers currently are laid off because of an unrelated, temporary plant shutdown.

AFA board endorses direct election by membership

Seattle

The Flight Attendants executive board strongly endorsed direct election of officers by the membership in a special meeting called by AFA President Susan Bianchi-Sand to complete the business of the AFA convention, which ended Nov. 8 without resolving the election of officers.

The board agreed that the current officers would continue in office until elections for the regular terms are concluded next year. It established a commission to study the election question and to report to the board within 60 days with proposals for specific constitutional amendments to implement direct election of officers.

Bianchi-Sand, an AFL-CIO vice president, finished short of a majority against two challengers through 10 ballots at the convention, in which delegates cast unit votes in a block. The executive board has nine voting members, all presidents of the union's master executive councils.

The board approved a 1991 budget that includes funding for a health and safety membership survey, a leadership conference for flight attendants union officials from around the world, and a legislative hot line to keep members informed on legislative issues.

Also approved were resolutions seeking to eliminate airline weight policies and establishing a policy on radiation exposure.

Cosmic radiation exposure is more intense at high altitudes, where airline crew members work. The AFA policy resolution pledges the union's continued examination of the subject while opposing "fetal protection" employment practices that would exclude or restrict employment opportunities for flight attendants.

In other action, the board:

- Declared support of and solidarity with striking union members at the New York Daily News, and established support of legislation that would prohibit use of permanent strikebreaker replacements.
- Opposed the granting of cabotage rights to foreign carriers within the United States.
- Directed the AFA's legislative and negotiations policy committees to investigate and report on labor standards and collective bargaining issues resulting from airline industry globalization.

NABET to explore merger, charges NBC with age bias

Kansas City, Mo.

The Broadcast Employees' quadrennial convention urged its top officers to continue exploring merger possibilities, elected a new secretary-treasurer and resolved that future conventions will not be held in open-shop states.

NABET President James P. Nolan was overwhelmingly re-elected to his second full four-year term by a 7-2 margin. He defeated James Harris of Detroit. Nolan reported on merger prospects and the convention asked that he continue to explore merger possibilities with other unions.

William J. Bryan, president of Cleveland Local 42, was elected secretary-treasurer, defeating incumbent Robert W. Lind by a 2-1 margin. Lind had served two terms. Vice President John S. Clark was re-elected, topping Keith Hendricks of Burbank, Calif., by a 3-1 margin. Clark is president of New York Local 11.

The delegates approved a four-step pay raise for the full-time officers, with the president's pay increasing from $105,000 to $120,000 by 1993, and the secretary-treasurer's going from $66,000 to $78,000 by 1993.

Electronic Workers President William H. Bywater told the 64 delegates that trade unionists need a president and lawmakers who will support legislation that benefits workers. He identified General Electric Co. as a common enemy for NABET and IUE. GE owns NBC-TV, which implemented its final contract offer Aug. 15, cutting the pay and benefits of 2,373 NABET members.

Bernard DeLury, director of the Federal Mediation and Conciliation Service, reported that the number of strikes fell to 711 in fiscal year 1990, from 750 a year earlier and more than 3,000 annually in the late 1970s.

Delegates supported passage of anti-strikebreaker legislation and called on the executive council to establish a public relations committee. A workshop on computers focused on their utilization in research, arbitration and administrative work.

Meanwhile, NABET has charged NBC News with age discrimination, after it transferred 25 producers, directors and news writers, nearly all over age 40, into a "pool" created to serve all its news broadcasts.

Twenty-one of the 25 are NABET members and more than half are over age 50. The salaries of those transferred were cut by as much as 10 percent, the union said.

The charge was raised formally with the National Labor Relations Board during a grievance proceeding. "It looks like a concerted effort to move out senior people," said Local 11 President John Clark. "The company hopes they'll be frustrated. . . and that they'll leave."

The pool members will be on call for assignments from any NBC broadcast, instead of working for a particular program, the Washington Post reported.

Among those transferred to the pool are investigative producer Pat Lynch, 52, winner of two Emmys, a DuPont-Columbia award and a 1990 Ohio State University award, and Sy Pealman, 59, a former executive producer and Tel Aviv bureau chief who has won a Peabody and other awards.

NBC Executive News Director Don Browne's remarks to the Washington Journalism Review incensed some staffers. Browne contended the transfers were "strictly based on ability." NABET Vice President Calvin Siemer said Browne told union officials at a meeting that those being reassigned were "leftovers" who were not wanted by their old shows.

Scabs are out under contract with casino

By James B. Parks

After nearly 10 months on strike, members of two Hotel Employees and Restaurant Employees locals signed a contract with a major Las Vegas casino that allows all the strikers to return to work with increased wages and benefits, displacing the scabs that had replaced them.

Under the agreement between the Culinary Workers Local 226 and Bartenders Local 165 with Binion's Horseshoe Casino, all the strikers can return to their former job, station and shift.

About 500 workers returned to their old jobs, said Jim Arnold, secretary-treasurer of Local 226. The scabs that were in their jobs are "history," Arnold said. Another 74 union members chose to keep the new jobs they had found since the strike began, he said.

The casino owners agreed to rehire the workers as part of a settlement of a National Labor Relations Board complaint that they engaged in unfair labor practices.

Arnold credited the strikers' determination for gaining a contract that is "100 percent better" than the last and final offer the Horseshoe made in February. "I think the turning point was the strikers themselves," he said.

The union leaders also credited the teamwork of strikers, the Nevada AFL-CIO, other unions and sympathetic politicians as keys to the successful end to the strike. They particularly praised HERE President Edward T. Hanley, who spurred the final negotiations.

John Wilhelm, HERE's international vice president and chief negotiator for Las Vegas locals, said the contract was historic.

"When the story of the American labor movement's recovery from the dark days of the 1980s is written, the first chapter will be the heroic victory of the United Mine Workers against the Pittston Coal Co.," he told the strikers. "The second chapter . . . will be about you."

The 28,000 members of the two locals voted to double their dues for a full year to support the strikers. This enabled the union to pay the Horseshoe workers $200 per week in strike benefits. All tolled, the locals paid more than $4 million in strike benefits.

Twice the strikers performed acts of civil disobedience, blocking Las Vegas' main street with sit-ins that resulted in the arrest of at least 150 strikers.

Using sophisticated polling techniques, HERE's research department identified the Horseshoe's local customer base and reached them through a direct mail campaign, billboards, door-to-door canvassing, and radio spots.

The strikers leafleted more than 100,000 cars at rest stops in southern California, the casino's largest tourist market.

Members and officials of several other unions including the UAW, Mine Workers, Postal Workers, and Chemical Workers joined the picket lines. Political leaders, including the Rev. Jesse Jackson, addressed rallies.

The final agreement includes a substantial increase in company contributions to the union's health and welfare plan. The workers also earned vacation time while they were on strike.

Non-tipped workers will receive at least a $1.25 an hour raise under the agreement while employees who receive tips will get 63 cents more.

The pact retains a provision that permits Binion's to hire new employees at 80 percent of their regular wage during a probationary period.

The workers walked out in January after the two sides could not agree on a new contract.

Johnny LaVoie/Culinary Workers Local 226

In one of a series of massive rallies in support of striking Hotel Employees and Restaurant Employees, unionists fill the streets outside Binion's Horseshoe Casino, which has agreed to rehire all the striking workers.

Mississippi poultry workers join RWDSU

By Sharolyn Rosier

Workers at Choctaw Maid, a poultry processing plant in Pelahatchie, Miss., voted 118 to 89 to join the Retail, Wholesale and Department Store Union after a campaign that focused on hazardous working conditions at the plant and the company's flouting of labor laws.

"It is terrible to see people being taken advantage of, to have no freedom at work," said RWDSU Secretary-Treasurer Guy Dickinson after the vote. "But to see them have the right to deal with management and to have the dignity that a union offers shows you just how we can make a difference."

The RWDSU began its organizing drive in June, when a union industrial hygienist told workers about the dangers they face at the plant and their rights to appeal safety violations. The union said Choctaw Maid failed to provide proper training, protective equipment or information on the hazardous chemicals workers were exposed to daily.

The RWDSU organizing team learned from workers that when equipment at the plant broke down, which happened often, management forced workers to wait, without pay, until it was repaired. Production time that was lost was made up at the end of the shift. Many times, workers at Choctaw Maid had no idea when they would be able to go home.

Linda Cromer, who worked on the organizing team, said workers were surprised to learn that there was something they could do about the serious dangers that are present in the poultry processing industry.

As RWDSU intensified its campaign, management responded by holding daily captive audience meetings. The union said the company's lawyers told workers that their wages and their paid hours would be cut if they joined the union.

The company's relentless anti-union campaign included the hiring of the New Orleans law firm of Kullman, Inman, Bee, Downing and Banta, which directed their efforts at keeping the workers at the plant unorganized.

The Kullman firm has one of the oldest and largest files in the 20 years the AFL-CIO has been tracking law firms and other union-busting "consultants."

RWDSU successfully countered management's claims by speaking directly to workers at their homes as well as near the plant.

Under the Kullman coaching, Choctaw Maid has appealed the election to the National Labor Relations Board, which sent an officer to visit the plant and conduct an administrative investigation. The election cannot be certified until employer objections are overruled.

Controllers fault FLRA protections for diabetics

The Air Traffic Controllers plan to appeal a recent Federal Labor Relations Authority law judge's decision that did not go far enough to protect the rights of insulin-dependent diabetic controllers, the union said.

The judge found that the FAA implemented a policy of medically disqualifying controllers who have diabetes without giving the union notice and an opportunity to negotiate over the impact on working conditions.

Although the union agreed with the finding as far as it went, the judge did not order the FAA to restore fired controllers to their former positions with full pay and benefits, said James C. Morin, NATCA's executive counsel.

"This is the first step in a long battle with . . . an intransigent agency," Morin said. Two similar cases are pending, one in a Denver court and another that is set for arbitration.

The change in policy affected about 20 employees, 13 of whom are part of the bargaining unit. They were taken off active control duties and temporarily assigned to other duties.

The employees temporarily retained their current grades, wages, 5 percent operational differential, retirement, health insurance, life insurance, leave and any pay demonstration allowance.

However, they lost their 10 percent differential for night shift work, Sunday pay, holiday pay, overtime pay and training differential.

ILGWU gains protections at Maidenform

The Ladies' Garment Workers won job security and plant closing protections for more than 700 workers facing layoffs at Maidenform Co. and also won wage and benefit improvements in the new three-year agreement.

The settlement includes guarantees that work now performed at three facilities will not be shifted to non-union operations.

The settlement requires the lingerie maker to maintain guaranteed levels of employment for up to two years at plants it intends to close and to provide one week of severance pay per year of service and health insurance benefits to laid-off workers.

Maidenform has agreed to postpone shutdowns it had intended at four plants in New Jersey and West Virginia. The garment maker will maintain its Jacksonville, Fla., facility, where 300 ILGWU members work.

Workers at the Jacksonville plant won a 6-percent wage increase in each contract year and improvements in family health care coverage. Workers at the New Jersey and West Virginia plants will receive a first-year increase of 6 percent, followed by 4-percent raises in the second and third contract years.

ILGWU President Jay Mazur said the agreement "significantly cushions the effect of any ultimate layoffs and helps stem the loss of hundreds more good unionized jobs overseas."

Danger at work: *Stories underscore*

By Arlee C. Green

A panel of union workers, addressing the AFL-CIO National Conference on Occupational Safety and Health in Milwaukee, underscored the need for reform of the federal job safety law with their personal accounts of workplace tragedies and employer indifference.

The AFL-CIO advocates legislative reform of the Occupational Safety and Health Act that includes mandatory safety and health committees, expanded worker rights, increased civil and criminal penalties, better record-keeping and improved construction safety and health measures.

Photos by John Kimpel

"George told me how his supervisor was using blackmail-type tactics to force them to do things that weren't safe...They weren't following recognized standard industry procedures...He was fearful something would happen to him."

— Jay Hall, OCAW

Short-cut methods

"Jay, I'm going to die."

George B., with burns covering 85 percent of his body, knew what was happening to him and who was to blame.

Jay Hall, a senior operator at Amoco's Yorktown, Va., refinery and a member of the Oil, Chemical and Atomic Workers Local 3-1, told of his visit to George's bedside in the hospital.

"All of a sudden, his hand gripped mine...tight. Almost broke it. His voice says, 'Jay, I'm going to die. I'm hurt real bad. Please watch out for my wife and my boys.' "

That moment changed Hall's life. He has worked since then to improve safety on the job and is committed to getting legislative reform of the Occupational Safety and Health Act. In the case of George B., the Amoco refinery was cited by the Virginia state OSHA for serious violations but fined only $750. The company contested the citation.

Amoco said it was worker error that ignited a 90-foot high inferno in 1987, engulfing George and another worker who was burned over 20 percent of his body. George had been standing in a pool of gasoline his supervisor had ordered him to dump from an overflow tank called a knock-out drum.

When the drum fills with gasoline to a certain point, a switch cuts off electrical power to a pump and shuts down the system. It cannot be restarted until the level in the drum is lowered. The quickest way to do that is to empty a few hundred gallons of gasoline onto the ground, a method that is not a standard procedure in the refining industry.

"George told me how his supervisor was using blackmail-type tactics to force them to do things that weren't safe, how they were having to drain the knock-out drum," Hall said. "They weren't following recognized standard industry procedures."

Hall said George "told me about a diagram he submitted two weeks earlier to management to prevent gasoline to the deck and atmosphere from the knock-out drum. He submitted a copy to me and told me he had put one away for his wife — he was fearful that something would happen to him.

"We had talked about the right to refuse work. I gave him the OSHA regional office number to call if he thought he was in danger or he could call me. He talked with his supervisor that day and the supervisor told him unions hurt production and that I was a troublemaker and he was going to get me fired."

On May 24, Hall said he saw George at the shift change. "He was telling me this. The accident occurred at 4 p.m., about one hour after the shift change."

OSHA only recently proposed a chemical process safety management standard that focuses mainly on methods to identify risks in various chemical processes. Unions have testified that the draft measure fails to recognize the critical role of workers and their representatives in assuring safety in the workplace.

Joint safety committees

"A lot of times, the company is more interested in whether you're in the right parking space than in the safety inside the plant," said David Greenleaf, president of Clothing and Textile Workers Local 2024 in Narrows, Va.

The company is Celco, a subsidiary of Hoechst-Celanese. The plant, with more than 1,500 employees, produces cigarette filter material, filament yarn that is made into suit linings and casket linings, and fiberex, which is used in medical applications.

For three years, Greenleaf has tried to get the company's attention. At the bargaining table, the company flatly turned down the proposition of joint labor-management safety committee with equal representation. Thus far, the company has offered only to add two union members to its existing 17-person committee.

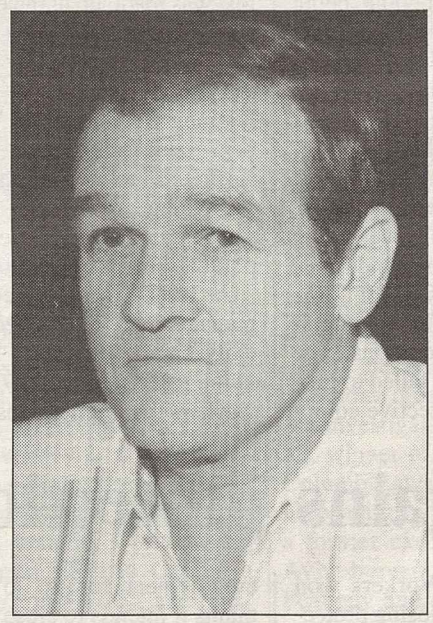
The union's safety committee is the local executive board, which includes members from different parts of the plant. "We want a joint committee. It will free up the executive board to do more things," Greenleaf said.

Because most of the injuries in the plant are strains, sprains and repetitive motion injuries, getting management to focus on safety has been his biggest problem. "Having a joint committee makes economic sense," Greenleaf said. "It's more profitable for them from the standpoint of having people on the job, people who are well and able to do their work."

The company's interest in safety includes a generalized safety policy and a sign denoting the number of workdays since the last lost-workday injury. "We have incentives not to report injuries," Greenleaf said.

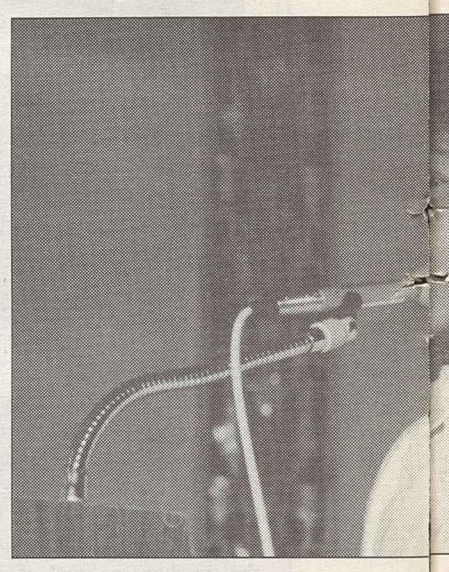
The company's wide use of outside contractors worries Greenleaf and his members. "We could have anywhere from 50 to 150 contractors on-site at one time," he said. "Some explosions have been caused by them."

Celco has phased out use of benzene in the plant, but still uses acetone, a highly flammable liquid. Noting that odors permeate some parts of the plant, Greenleaf said the union is concerned not only with safety in the plant, but also with the environmental impact the plant has on the community where the workers live.



"A lot of times the company is more interested in whether you're in the right parking space than in the safety inside the plant."

— David Greenleaf, ACTWU



"We provided some educa... and now there are lots of... those patients. And the att... patient is more compassion...

OSHA should require joint safety and health committees in every workplace, Greenleaf said. If the agency refuses to do that, then legislation should make it happen, he said.

Health care workers at risk

Blood-borne infectious diseases abound in hospitals, where health care workers are daily exposed to the hazards. Lucille Williams of Retail, Wholesale and Department Store Union Local 1199 knows well the perils, having been trained in infection control and AIDS. As a shop steward, she represents workers at Bronx Lebanon Hospital in Bronx, N.Y., who have been infected on the job.

"Sometimes, there are members who receive needle sticks on the job, needles infected with hepatitis or the AIDS virus," Williams said. "They are afraid to tell the rest of their family. They are going through tremendous torment."

Williams told about a member who was doing an autopsy on an AIDS patient who was stuck by a sharp bone. "He came to me, we talked about it, and I prayed with him."

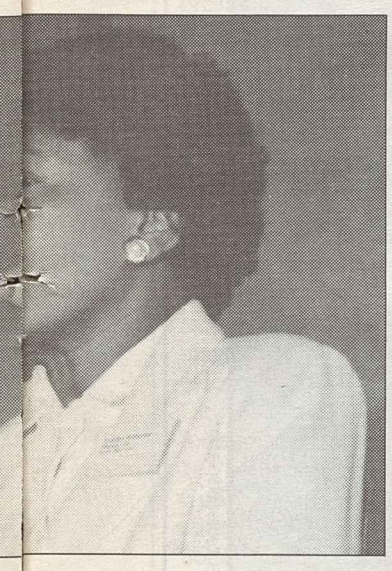
Bronx Lebanon Hospital has so many AIDS patients it has set up a separate unit, Williams said. Because of the education on infectious diseases provided by the union and the hospital, the workers' attitudes have changed, she said.

"There was a great fear at first," she said. "People didn't want to deal with it. We provided some education on how to get AIDS, and now there are lots of workers willing to help those patients. And the attitude toward the AIDS patient is more compassionate now."

Still, the efforts provided by one union or by one hospital aren't enough to assure that health care workers aren't infected by serious diseases on the job. Further, guidelines produced by the Occupational Safety and Health Administration aren't enough either.

Some 16,000 health care workers

...eed for OSHA reform



...an how to get AIDS, ...fers willing to help ...t toward the AIDS ...ionow.''

Lucille Williams, RWDSU

...ut ...ve HIV needle sticks annually and ...ne ...t one in every 250 actually con... ...he ...s the disease. OSHA is working on ...izing a blood-borne infectious ...nd ...ses standard. Its proposed standard ...d sufficient engineering controls, ...to ... as requiring hospitals to use self-... it ...hing needles.

...veral unions had petitioned OSHA ...an emergency standard in 1986, ...h the agency denied. OSHA re... ...ded instead by issuing voluntary ...es ...elines for the interim until a final ...re ...lard is achieved.

Public sector workers

Public employees remain second-class citizens in the workplace unless they've been able to get their state to provide them occupational safety and health protections.

Judy Hoover, health and safety coordinator for AFSCME District Council 47 in Philadelphia, works with a city-wide occupational safety and health group, PHILAPOSH, in seeking a state law mandating OSHA coverage for state and local public employees.

Working under a coalition called SWEPE, Safe Working Environments for Public Employees, District 47 helped get the state's right-to-know law to cover public employees. The group's logic is simple — if public employees are at risk, then the public is at risk. That thinking did win asbestos abatement coverage for public employees in Philadelphia in 1986.

Hoover also conducts health and safety training at jobsites and sees workers through the local's injured-on-duty program. She said workers injured on the job get full pay and benefits and retain their seniority, but under certain restrictions. Public employees must see the doctors at city-approved clinics and risk losing their benefits if they seek a second opinion.

Millions of public employees work in jobs similar to those found in the private sector, in which workers have OSHA coverage. Failure to extend OSHA coverage to these workers has resulted in numerous deaths, injuries and illnesses that might have otherwise been prevented, the AFL-CIO said.

Judy Hoover

The group's logic is simple — if public employees are at risk, then the public is at risk. That thinking did win asbestos abatement coverage for public employees in Philadelphia in 1986.

Some states, cities take initiative for job safety

Milwaukee

...tate and local initiatives for key job safety and health ...reforms, including the right to act, were outlined to ...he AFL-CIO National Conference on Occupational ...afety and Health by union and safety officials.

Eric Scherzer, secretary-treasurer of Oil, Chemical ...nd Atomic Workers Local 8-149 in Rahway, N.J., de...cribed a bill currently before the New Jersey legislature ...o give workers the right to take action on safety and ...ealth issues on the job.

"Now is the time to act on right to act," Scherzer ...eclared. "This bill is not pie in the sky. It has 38 spon...ors in the senate. On Workers Memorial Day 1990, ...e dedicated ourselves to winning right to act in New ...ersey within one year."

Unionists there are seeking mandatory safety and ...ealth committees in both the public and private sector ...hat are empowered to review protocol and personnel ...oing safety checks, required to meet monthly and con...uct monthly inspections, and authorized to shut down ...job in cases of imminent danger.

Underscoring the need for such a measure, Scherzer ...oted that it would take the 87 state OSHA inspectors ...4 years to visit every worksite, and the six Department ...f Health public employee inspectors 67 years to visit ...very workplace.

New Jersey has the most Superfund toxic sites in the ...ation and some 2,000-3,000 workers there die of oc...upational diseases each year, Scherzer said. Yet the ...verage penalty statewide for violating OSHA standards ...$89.

Milwaukee District Attorney E. Michael McCann ...rged conference participants to press their local district ...ttorney or U.S. attorney to investigate workplace ...eaths, as the Wisconsin Committee on Occupational ...afety and Health (WISCOSH) had done.

McCann said the first investigation by his office resulted in the homicide conviction of a corporation that had allowed a teenager with a history of epilepsy and mental problems and less than 40 hours of training to operate a front-end loader, which plummeted off a 65-foot cliff.

The employer in that case received a $9,000 fine, out of a maximum $10,000, McCann said. Since the federal job safety law was enacted in the 1970, he noted, more than 150,000 workers have been killed on the job, yet only one employer has spent time in jail — and he was released after 45 days.

"Wisconsin law now requires hospitals to notify the state medical examiner of each worker death and he notifies us," McCann said. "We are able to arrive often within one hour to videotape the accident scene."

Joel Shufro, executive director of the New York Committee on Occupational Safety and Health (NYCOSH), described how the labor movement in that state had in the past five years won a $4.8 million safety and health training fund financed by a surcharge on workers' compensation, and six occupational health clinics to diagnose occupational diseases.

The state's five COSH groups had sent so many letters to legislators that the legislature acted. Now, with increased funding, some 200,000 workers have been trained under the program, Shufro said. "We learned that by joining with coalitions, we can't be stopped," he said.

Sherry Slade, co-director of the Central New York Council on Occupational Safety and Health, told how her group has used training and education grants. The group has provided medical, legal and technical referrals and resources to local unions, produced videotapes and newsletters, and updated members on changes in state and federal legislation.

Workplace casualties up in '89

Repetitive motion ills lead surge

By Arlee C. Green

Workplace injuries, illnesses and deaths continued to rise in 1989, the Labor Department's Bureau of Labor Statistics reported. Injuries and illnesses were up by 136,000 from 1988, reaching 6.6 million, and deaths rose by 300 to 3,600.

Injuries and illnesses, reported for workplaces with 11 or more workers, increased in 1989, but the ratio per 100 workers remained at 8.6 cases — the same level as a year earlier, which was the highest rate since 1980, BLS said.

The data is collected from employer reports of accidents that result in death, loss of consciousness, restricted work activity, or medical treatment beyond first aid, a method that BLS admits "significantly understates work-related fatalities for the year." Other organizations have estimated there were 10,000 or more deaths.

To improve data collection on workplace deaths next year, the BLS said it will collect and verify information in administrative records, including death certificates, workers' compensation claims and other reports to federal and state agencies.

BLS said employer reports "significantly understate work-related fatalities for the year."

Workplace illnesses related to repetitive motion traumas accounted for nearly half the new illness cases in 1989. Such cases increased nearly 28 percent, from 115,000 in 1988 to 147,000. The total number of illness cases jumped nearly 18 percent, from 240,800 to 283,700 cases.

Construction remained the industry with the highest injury and illness rate in 1989, at 14.3 per 100 full-time workers, which was down from 14.6 a year earlier. Durable goods manufacturing was at 14.1, down from 14.2 in 1988. The finance, insurance and real estate sector retained the lowest injury and illness rate at 2.0, the same as 1988.

The number of lost workdays continued to rise, reaching 74.2 — the number of days that injured employees were away from work or restricted in their work activity — for each 100 employees working full-time 40-hour weeks. The lost workday rate has risen from 51.2 in 1973 and 57.2 in 1983. The rate ranged from 141.6 in construction to 16.5 in finance, insurance and real estate.

Outspoken workers face China gulag

By Michael Byrne

A year and a half after thousands of pro-democracy demonstrators were killed by Chinese troops in Tiananmen Square, President Bush last week greeted the Chinese foreign minister in a meeting the official Chinese press hailed as a signal that U.S.-Chinese relations were back to normal.

Indeed, with China's Most-Favored-Nation status in its trade with the United States still intact after feeble attempts by the 101st Congress to suspend it, life in China does appear to be back to the stifling norm after those few heady days of freedom for the Chinese in Tiananmen Square.

Han Dongfang, the charismatic railroad worker who led the Beijing Workers Autonomous Federation in support of the Tiananmen demonstrations, today languishes along with 37 other WAF leaders and hundreds of workers in detention centers awaiting trial as "common criminals" for their political activity.

Han, who has been hospitalized six times for illness during his incarceration, is unbowed. "I am not afraid," he is quoted by Asian Watch, a human rights group. "One can always find ways to survive. I just want us to be able to build an organization that can truly speak for the workers."

Map source: Strawtow Associates, Inc.

Workers singled out

Workers have taken the brunt of the heavy-handed Chinese tactics in the wake of Tiananmen, said Charles Gray, executive director of the Asian-American Free Labor Institute.

"Most of the students and intellectuals who sparked the Tiananmen Square demonstration have been released," Gray said. "But the arrested workers and trade union leaders are still in jail."

Asian Watch estimates that the ratio of detainees brought to trial is eight times as high for workers as for students, and the sentences imposed have on average been higher. Among the unionists sentenced to labor camps include: Li Jinjin, a legal adviser to the Beijing WAF; Zhang Jinsheng, a worker with the Changsha WAF, and Zhang Liang, a worker with the Shanghai WAF.

The AFL-CIO China Committee recently heard testimony from Lu Jinghua, the highest-ranking official from the Beijing WAF to escape China, and Winston Lord, former U.S. ambassador to China. The committee reaffirmed the federation's support for China's workers and independent trade unions and vowed to continue lobbying for revocation of China's MFN trade status.

Life in Chinese gulag

For the workers ensnared in the Chinese prison system, the outlook is grim, according to Wu Hongda, who spent 10 years gathering information on some 1,000 Labor Reform Camps in China. Prisoners in the Labor Reform Camps, or laogaidui, most often spend the rest of their lives laboring for the Chinese state, Wu writes in "Laogai: The Chinese Gulag," a book to be published next year. Excerpts from the book were printed in the October issue of The Bulletin, the publication of the AFL-CIO Department of International Affairs.

The laogaidui is based on the Soviet gulag system, but is distinctly different in its conception of "thought reform through forced labor," Wu said. Thought reform — to change a person's consciousness, political views, religious beliefs and moral values — is compulsory and executed in a violent manner, he said.

Inmates in the labor camps are divided into three categories: labor reform (laogai), re-education through labor (laojiao) and forced job placement (jiuye). Laogai are convicted prisoners; laojiao are uncooperative individuals, and juiye are those who have completed their sentences but are required to stay in the camps.

"Of all the prisoners who had served their entire term before 1980, between 80 and 90 percent were subjected to forced job placement," Wu writes. "In the laogaidui system a popular saying was, 'there is an end to laogai or laojiao; juiye is forever.' "

Thus, sentences seldom end in Chinese Labor Reform Camps. In camps that originally were located in isolated or underdeveloped regions, and the camps moved later to new locations, the juiye were forced to become colonists in those immigration settlements, Wu said.

Prison enterprises

While these prisoners are not paid for their labor, they are given an allowance based on performance. "For a good performance, the allowance may be equivalent of $1.10 a month, or 70 cents monthly for poor performance," Wu said.

In the past 40 years, in which 50 million people have been sentenced to laogaidui, this cheap labor has produced dams, roads, wasteland development, mining, construction and other labor-intensive projects, as well as handicrafts, automobiles, machine tools, electronic components, chemical products, shoes, ceramics and many other products.

"The 20 million persons now in China's prisons are more than prisoners," Gray said. "They are part of China's labor force, making products both for domestic and foreign consumption — everything from socks and textile goods up to machine tools and automobiles."

Over the years, the Chinese have transformed the laogaidui into major economic enterprises. One-third of the national production of tea in China is from the Labor Reform Camps, Wu points out. And much of the production of tea and other goods is sent to foreign markets.

"The Chinese say no prisoner-made products are being exported," Gray said, "but a Chinese lawyer told us that 21 percent of these goods are being sold in foreign markets."

Prison labor is even being used to recruit foreign ventures to China, Gray said. One Chinese businessman, claiming to represent the Chinese Bureau of Labor Reform of Criminals, offered to lease prison labor to Swedish automaker Volvo if it would locate a plant in China, Gray noted. Volvo declined, recoiling from the slave labor.

Propping up regime

American businessmen are not so reluctant to make deals with the Chinese. Many firms, including Motorola, AT&T and Sears, are taking advantage of China's MFN status. Gray noted that Motorola has supplied Chinese security forces with communication devices.

"This prison system has both an economic function and a political role," Gray said. "It props up China's command economy and serves as part of the Chinese system of iron-fisted rule."

U.S. policy favoring China in trade continues to boost the repressive Chinese regime, to the profit of American firms and to the deficit of American workers. While 13 percent of all foreign investment in China comes from U.S. companies, much of the goods come back to the United States, contributing to a trade deficit that is second only to that with Japan.

Bulgarian free trade union calls strike, helps oust regime

By James B. Parks

The Bulgarian free trade union movement and its allies brought down that country's government after tens of thousands of workers walked off their jobs in a general strike.

The workers responded to a call from Konstantin Trenchev, president of the Confederation of Labor (Podkrepa), to protest the government's inability to govern. The Union of Democratic Forces (UDF), the main political opposition group, and students supported the strike.

The five-day strike forced the resignation of Prime Minister Andrei Lukanov, who had been unable to save an economy that was in total paralysis, said Randall Garton, associate director of the Free Trade Union Institute.

Because of the strike, Trenchev canceled a planned trip to the United States to visit the AFL-CIO. The federation has invited him to visit early next year, Garton said.

Earlier this year, AFL-CIO President Lane Kirkland wrote Secretary of State James A. Baker and Lukanov to protest restrictions that had been placed on Trenchev.

Trenchev was charged with inciting violence during a demonstration at the headquarters of the ruling Bulgarian Socialist Party, which consists of the country's former Communist leaders. He was forbidden to leave Bulgaria or travel outside Sofia, Kirkland said, despite testimony from Bulgarians that Trenchev "actually advocated calm and was a clear voice for restraint" during the demonstration. Lukanov eventually lifted the restrictions.

Kirkland also protested the mistreatment of Hajrulla Gorani, chairman of the Independent Trade Unions of Kosovo, Yugoslavia. Garoni was jailed and 3,000 workers fired for taking part in a one-day strike in Kosovo.

In another international development, a delegation from the Hungarian Democratic League of Free Trade Unions (FSZDL) met with Kirkland at the AFL-CIO headquarters in Washington. The five member group is headed by Andras Korossy, FSZDL's secretary-treasurer.

During its three-week tour of the United States, the delegation will meet with officials of the Hotel Employees and Restaurant Employees, Amalgamated Transit Union, Ladies' Garment Workers, New York State AFL-CIO, and the California State Council of Carpenters.

CWA maquiladora series wins Steinbock award

David P. Kent of the CWA News is the winner of this year's Max Steinbock Award for a series on the impact of maquiladoras on workers on both sides of the border.

The award, named after a former president of the International Labor Communications Association, was presented to Kent by ILCA President Patrick J. Ziska as part of the 1990 ILCA journalism awards.

This year's contest included 1,380 entries from 170 member publications as the competition continued its phenomenal year-to-year growth, said ILCA Administrative Assistant Judy Robbins.

Awards were given to newspapers, magazines, and newletters in several categories during judging announced Oct. 30. Judges included: Joe Foote, journalism lecturer; Charles A. Perlik Jr., retired president, Newspaper Guild; David Perlman, retired associate editor, AFL-CIO News; Frank Swoboda, Washington Post labor reporter; Dave Kusnet, freelance writer, and Karen Ball, Associated Press labor reporter.

In his two-part series on maquiladoras, ''From Radford to Matamoras: A Tale of Two Plants,'' Kent reported on the plight of American and Mexican workers in two of AT&T's Microelectronics plants —one in Radford, Va., and the other in Matamoras, Mexico.

Kent's series linked the ''inhumane'' working conditions of the AT&T workers in Matamoras and the layoffs of the workers in the Radford plant.

Other top winners for general excellence in the ILCA contest were:

International union and national union newspapers — (circulation 250,000 or more), Labor Unity, Clothing and Textile Workers; (circulation 100,000 to 249,000), GraphiCommunicator, GCIU; (less than 100,000 circulation), The Guild Reporter, The Newspaper Guild.

Magazines — (circulation 250,000 or more), UFCW Action, Food and Commercial Workers; (circulation 100,000-249,000), United Mine Workers Journal; (circulation less than 100,000), Flightlog, Flight Attendants.

Newsletters — The Builders, Building and Construction Trades Department, AFL-CIO.

State and Local AFL-CIO Central Body Publications — (fewer than 13 issues per year), The Federation News, Chicago; (more than 12 issues per year), The Union Advocate, St. Paul, Minn.

Local Union Publications — (15,000 or more circulation), The Public Sector, AFSCME Local 1000, Albany, N.Y.; (7,500 to 14,999 circulation), The Detroit Teacher, AFT Local 231, Detroit; (2,500-7,499 circulation), 111 Newsletter, Electrical Workers, Denver; (less than 2,500 circulation), Perception, CWA Local 4309, Cleveland.

Machine-duplicated publications — Local 31 Newsline, UAW, Kansas City, Kan.

Regional Publications — (more than 20,000 circulation), The Communicator, New York State Public Employees; (20,000 or less circulation), Union Update, Flight Attendants, San Mateo, Calif.

In eight special categories, the top winners were:

Best original cartoon — (Local union publications), Newsline Local 1999, UAW, Oklahoma City, Okla.; (For all other publications) — Labor Unity, ACTWU.

Best original photograph — (Local union publications), Engineers News, Operating Engineers Local 3, San Francisco; (All other publications) — IBEW Journal, Electrical Workers.

Best editorial or column — (Local union publications), UFT Bulletin, New York City Teachers; (All others publications), Public Employee Press, AFSCME Council 37, New York City.

Best feature story — (Local union publications), Engineers News, IUOE Local 3, San Francisco; (All other publications), UNION, Service Employees.

Best series — (Local union publications), 660 Voice, SEIU, Los Angeles; (All other publications), CWA News.

Unique performance — (Local union publications), Engineers News, IUOE Local 3, San Francisco; (All other publications) — Air Line Pilot, ALPA.

Best use of graphics, newspapers — (Local union publications), 32B-32J, 144 News, SEIU, New York City; (All other publications), The Communicator, New York State Public Employees.

Best use of graphics, magazines — Solidarity, UAW.

Best use of graphics, typeset newsletter — (Local union publication), Union Leader, UFCW Local 400, Landover, Md.; (All other publications), Label Letter, Union Label and Service Trades Department, AFL-CIO.

Best use of graphics, typewritten newsletter — (Local union publications), The Straight Scoop, USWA Local 5760, Sardia, Ohio.

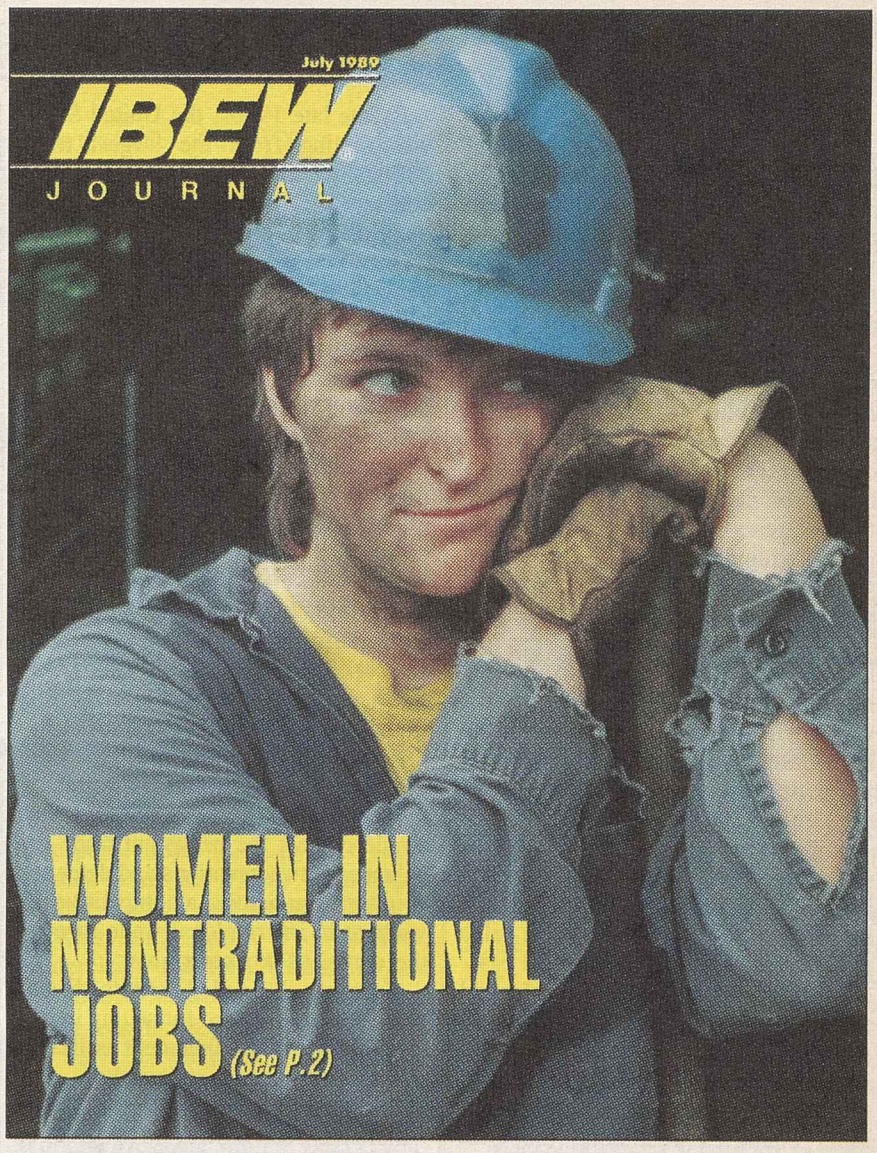
Best front page — (Local union publications), Engineers News, IUOE Local 3, San Francisco; (All other publications), The Enforcer, AFSCME Council 82, Albany, N.Y.

Best magazine cover — (Local union publications), The Connection, United University Professions, New York; (All other publications), Steelabor, USWA.

Top winners in the category of non-periodical, special publications:

Editorial excellence — (Local union publications), MCO Report, SEIU Local 526M, Lansing, Mich.; (All other publications), Solidarity, UAW.

Best use of graphics — (Local union publications), The Voice, United University Professions, New York; (All other publications), Solidarity, UAW.



IBEW Journal: One of two best original photographs.

Health insurer plans based on 'survival of the fittest'

Continued from Page 1

service stations, hotels and restaurants, florists, hazardous or seasonal industries such as oil drilling and ski resorts, health care providers, law firms, non-profit associations, barber and beauty shops, and others.

Some insurer representatives were quoted as saying that workers in high-turnover, low-wage jobs could not be trusted to be truthful about their medical histories. Others claimed that hotel and bar employees experienced a higher rate of alcoholism that would prove costly.

Health care providers were considered too risky because they are more likely to actually use medical services. And small, non-profit associations involve high start-up and administrative costs, they said.

Not all insurance companies operate in such a manner. Blue Cross/Blue Shield of Michigan, for example, does not deny coverage based on occupation or health status. In New York, ill persons can obtain some limited coverage under the Empire Blue Cross/Blue Shield plan.

But in Kentucky, the Blues organization, like many of its counterparts, regularly rejects applicants with heart disease, emphysema, cancer and other serious conditions.

Insurers now are beginning to screen, or requiring employers to screen, for far less serious conditions, refusing to cover expenses on ''pre-existing conditions'' for two years or more.

Persons with allergies, chronic ear infections, high blood pressure and other easily treatable ailments, as well as persons who took advantage of mental health benefits and treatments are finding it difficult to obtain insurance when needing new coverage.

Workers in large companies that have chosen to self-insure often find they have weaker protection under the plan, and no health insurance coverage at all if their employer goes out of business. Under this system, an employer invests the money that would have been spent for premiums and pays individual worker claims, or contracts with a third-party payer for catastrophic coverage.

But since these plans are not subject to state regulation, coverage can be sparse, and workers find they cannot extend benefits when they leave the company — as provided for under COBRA, the Consolidated Omnibus Budget Reconciliation Act, which enables employees to continue benefits at a group rate.

The industry's growing tendency to insure only the healthiest of Americans has turned an important social benefit — and what should be the right of all citzens — into some sort of ''game of survival of the fittest,'' Ignagni pointed out.

''It's time for the country to take a hard look at the industry's performance and put reform at the top of the national agenda,'' she said.

Three camera-ready ads for the AFL-CIO health care reform campaign are available free to affiliates and AFL-CIO bodies, who are encouraged to run them in union publications and to purchase ad space in local publications. Call 1-800-242-UNION.

Workers overlooked as GATT negotiations sputter

By John R. Oravec

As the Uruguay Round of Multilateral trade negotiations winds down in Brussels, unions have reiterated their concerns that U.S. negotiators may bargain away more safeguards for American workers than any benefits they can garner.

Little progress has been made after nearly four years of talks in the General Agreement on Tariffs and Trade by government representatives from 107 countries. The current sessions — which have been near collapse at times over the insistence of European nations to maintain high farm subsidies — shifted from Geneva to Brussels for a fractious conclusion scheduled for Dec. 7

Key labor issues that U.S. unions had looked to the trade ministers to address, including effective language to protect worker rights and adjustment assistance for workers who lose their jobs to unfair trade practices, have been swept off the table.

Millions of U.S. manufacturing jobs were wiped out during the last decade by a flood of imports, dumping and the lopsided trade imbalance that also undermined America's industrial base.

Until the early 1980s, the United States had been running a trade surplus for several decades. But as the Reagan administration shifted U.S. trade policy and the predatory trade practices of other countries took hold, the U.S. trade surplus was erased.

By the late 1980s, the United States was reeling from the largest trade deficits of any major industrialized country. With the continuing erosion of the U.S. position, America was transformed into the world's largest debtor nation.

A delegation of union representatives headed by AFL-CIO Secretary-Treasurer Thomas R. Donahue is in Brussels monitoring the sessions. They are members of the Labor Advisory Committee to the U.S. Trade Representative for the GATT talks that Congress established under U.S. trade law.

Guard against concessions

A prime objective of the labor panel is to guard against the USTR making any concessions that could weaken U.S. trade remedy laws through harmful trade practices of other countries.

In enacting the 1988 Trade Act, Congress directed the administration to press for improved GATT rules that would correct the persistent trade imbalances between nations and deter any country from gaining a competitive advantage in international trade through the denial of worker rights.

Congress also called for remedies on value-added taxes and for setting import fees to fund trade adjustment assistance programs for displaced workers.

But after four years of GATT talks, "there has been little or no progress on any of these issues, and some have not even been raised by the administration," the AFL-CIO Executive Council pointed out in a statement earlier this year.

"The AFL-CIO will not support any multilateral trade agreement that does not carry out Congress's intentions and that callously disregard the interest of American workers," the council said. It called on Congress to rescind the "fast-track" procedures for the ratification of any GATT accord that does not meet the legislated objectives.

Under law, the Bush administration must present the accord to Congress by March 1 under the "fast-track" clause for an up or down vote without any amendments.

On Nov. 19, the Labor Advisory Committee reminded the USTR's office of the position the panel had spelled out in 1988: "The United States must avoid at all costs concessions in manufacturing for uncertain gains in other areas. Indeed, much of the committee's concern over the multilateral trade negotiations is centered less on what might be achieved than on what might be sacrificed. Given the abysmal trade situation of the United States, it is difficult to conceive of any area where concessions would be appropriate."

One facet of the GATT negotiations that has raised the hackles of the labor committee is the position taken by the U.S. Trade Representative Carla Hills calling for the elimination of state and local government "Buy America" statutes, AFL-CIO economist Mark A. Anderson said.

The result would be much like the undercutting of the 1933 federal Buy America Law stemming from 1975-79 Tokyo Round of GATT negotiations, when the government procurement code (GPC) was adopted. Under GPC, most federal procurement is required to be open for competition among 20 signatory countries — thus, nullifying the 1933 federal law, Anderson noted.

Federal Buy American provisions are now only applicable when dealing with countries that are not signatories, or under state and local governments laws that Hills wants rescinded.

On the short end

With the adoption of the GPC, it was argued that the United States would gain as much as $20 billion in potential trade opportunities in 1981, Anderson said.

But what happened in practice was quite different, he pointed out. "The United States opened up $18 billion in procurement opportunities to foreign suppliers, while only $4 billion was seen by U.S. suppliers."

In addition to Donahue and Anderson, members of the Labor Advisory Committee in Brussels are President Jack Sheinkman of the Clothing and Textile Workers, Steven Beckman of the UAW and Richard Collins of the Electrical Workers.

Latest economic statistics point to deepening recession

By John R. Oravec

A flurry of bad-news economic reports in November is pointing toward a consensus among economists that the nation is definitely in a recession. Even President Bush and his economic advisers have conceded that the economy is in a "meaningful downturn."

One of the latest signs of recession came with the 1.2-percent drop in the government's index of leading economic indicators for October. It was the fourth consecutive monthly decline, the Commerce Department reported. Three consecutive declines are usually enough to constitute a signal of recession.

Eight of the index's 11 components fell in October. Leading the overall downturn was a decline in consumer confidence, increased unemployment claims, lower average workweek, drop in building permits, decline in money supply and falling stock prices.

Over the preceding three months, the index dropped 0.1 percent in July, 1.2 percent in August, and 0.8 percent in September.

The economic slowdown has accelerated in recent months — with the index slipping 1.9 percent from 12 months ago, but sagging 2.5 percent over the last six months.

Housing starts fall

Earlier, the Commerce Department reported that housing starts fell 6 percent in October, registering the ninth consecutive decline this year. That is the longest string of declines since the agency started tracking the data in 1959.

The October decline was the sharpest since April's plunge of 7 percent and pushes housing starts down to a annual rate of 1.04 million.

Applications for building permits — a signal of future housing starts — fell 6.8 percent in October to an annual rate of 925,000 from 992,000 in September.

At the end of November, all three major automakers — citing economic uncertainty and plunging sales — announced temporary shutdowns of assembly operations around the country and the layoff of some 55,000 workers for up to three weeks or more.

General Motors Corp., Ford Motor Co. and Chrysler Corp. said layoffs would start the first week of December at 14 assembly plants in eight states. GM said about 30,000 workers would be affected by the layoffs, while 26,000 Ford workers were placed on furloughs. The largest single plant layoff is affecting 4,700 workers at the Chrysler plant in Toledo, Ohio.

SUB bridges gap

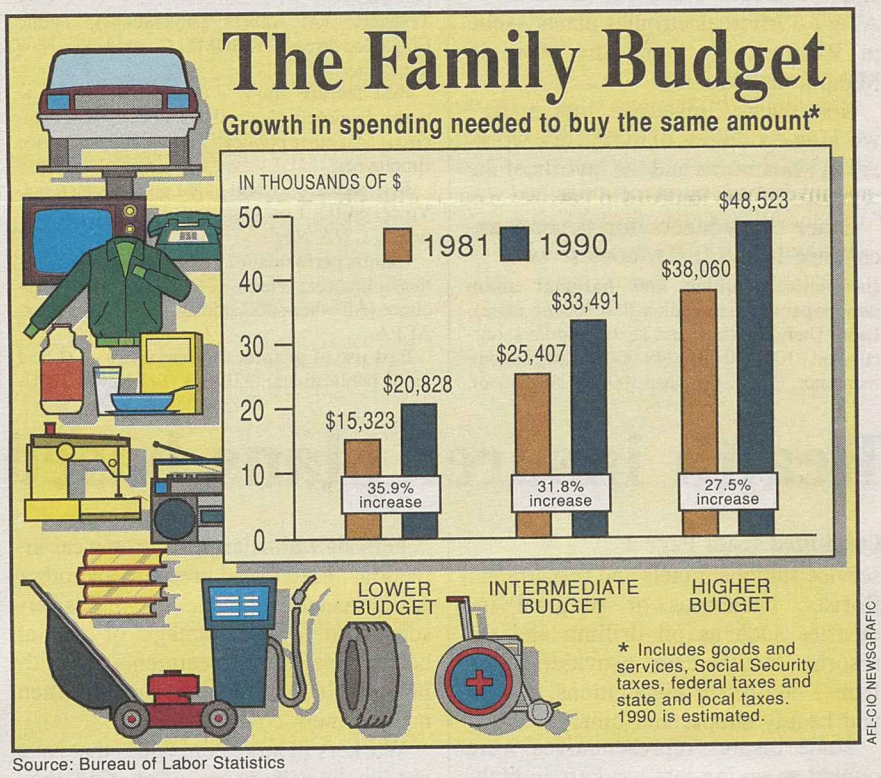
Under the UAW's contracts with the Big Three automakers, the furloughed workers will receive up to 95 percent of their regular pay in supplemental unemployment benefits, the union said.

Announcement of the production cutbacks and layoffs came with reports from the automakers that sales plunged 21 percent in the last third of November from what had been a dismal year-ago period. Auto sales are now running at a sluggish annual pace of 5.3 million, the lowest since the 1982 recession.

About the only bright economic news in November came from the Commerce Department report that durable goods orders rose 3.6 percent in October, following declines in both September and August.

And while the Labor Department reported that productivity edged up 0.2 percent in the third quarter of 1990, the number of hours worked declined 0.2 percent — the first drop in four years.

Because of the slumping economy, the federal deficit is expected to hit a record $337 billion in fiscal year 1992, the Congressional Budget Office said. But the newly enacted deficit reduction law and a rebounding economy should reduce the red ink to $252 billion in fiscal 1993 and to $143 billion by 1995.



Source: Bureau of Labor Statistics

Families lose ground over decade to increasing costs, higher taxes

Lower-income families needed to increase their earnings 36 percent since 1981 just to maintain the same living standard of nine years ago, according to the AFL-CIO Department of Economic Research.

Projections by federation economists based on Bureau of Labor Statistics data show that, over the same period, family budget needs in the intermediate level increased 32 percent and for the higher level rose 27.5 percent.

The BLS computes the cost of goods and services for U.S. families at three different levels. For an urban family of four persons with the lower-level annual budget, needs increased from $15,323 in the autumn of 1981 to $20,828 in October 1990. The costs of basic goods and services increased $5,139, or 40.5 percent, over the nine-year period.

Taxes for this group increased about 14 percent, based on a 56-percent hike in Social Security taxes and 16-percent decline in federal income taxes. Changes in state and local taxes were not included in the computations.

The intermediate annual family budget rose from $25,407 in 1981 to $33,491 this year. The costs of goods and services rose $7,801, or 40.5 percent, while taxes increased 4.6 percent — a 51.6-percent rise in Social Security and a 16.5-percent decline in other federal taxes.

The higher-level family budget rose from $38,060 in 1981 to $48,523 in October 1990. The costs of goods and services increased $10,824, or 40.5 percent. But overall taxes declined 3.2 percent as federal taxes declined 27 percent, or $2,097, while Social Security payments rose 88 percent, or $1,737.

The Social Security taxes rose sharply in all three budgets since 1981 — $574 more annually in the lower level, $872 in intermediate level, and $1,737 in the higher level.

Daniel O'Sullivan, 61, ULLICO leader

Daniel E. O'Sullivan, 61, president and chief executive officer of ULLICO Inc., the holding company for The Union Labor Life Insurance Co. and other insurance and investment companies, died of a heart attack while attending Mass in McLean, Va., on Nov. 25.

With the exception of a two-year stint in the Army, O'Sullivan spent his entire career with ULLICO, rising through the ranks from a clerk. He joined ULLICO in 1948 after graduating from Fordham University.

"His dedication to building ULLICO and assuring that it would continue to serve working people as a strong and valuable union-owned resource won him the respect and admiration of his many friends throughout the labor movement, and his loss will be deeply felt," said AFL-CIO President Lane Kirkland and Secretary-Treasurer Thomas R. Donahue in a letter to his family.

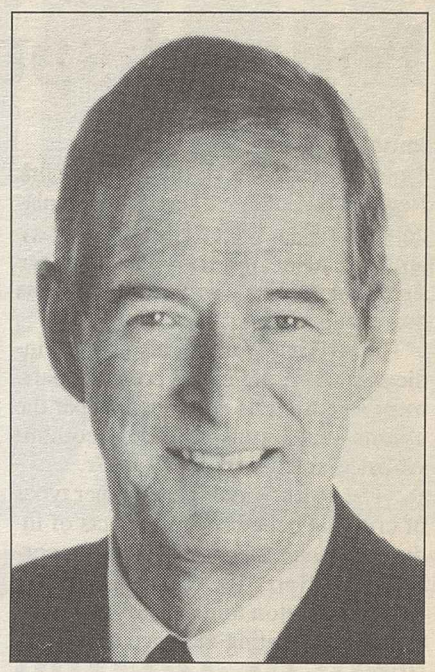
O'Sullivan was named manager of Union Labor Life's western division in San Francisco in 1958, and returned to New York as vice president and assistant to the president in 1964. He became a senior vice president in 1969, and executive vice president the following year. He was named president and CEO in 1984.

O'Sullivan also was a member of the Board of Directors of the American Council of Life Insurance and the Health Insurance Association of America and an active supporter of the Employee Benefits Research Institute.

As the leader of ULLICO, a company owned by local and national labor unions that serves union members, O'Sullivan was considered to be a primary architect of the company's growth and expansion into new lines of business.

O'Sullivan is survived by his wife, Rosemary, of McLean; two daughters, Nora Elizabeth of Washington and Julie Rose of New York; and a son, Daniel Brendan of New York.

The family has requested that, in place of flowers and other expressions of sympathy, contributions be sent to a special scholarship fund created in his honor to the Daniel E. O'Sullivan Memorial Scholarship Fund, c/o Carole Assante, ULLICO, 111 Massachusetts Ave., N.W., Washington, D.C. 20001.



Daniel E. O'Sullivan

Newsmakers

The United States should not normalize relations with Vietnam until that country normalizes relations with its own people, AFL-CIO President **Lane Kirkland** said in a letter to Secretary of State **James A. Baker.** "To avoid having Americans team up with Communist apparatchiks in the repression of workers, there must be specific worker rights provisions written into any trade and investment agreement reached with the Socialist Republic of Vietnam," Kirkland said. He appealed for the release of pro-democracy activists recently arrested by Vietnamese security forces, including human rights leader Dr. **Nguyen Dan Que.**

Ed Wytkind has been named assistant executive director for the AFL-CIO Transportation Trades Department, effective Jan. 1. Wytkind, 29, who has been a senior account executive for the Washington, D.C. public relations firm of Conway and Co., will assist TTD Executive Director **James J. Kennedy** in lobbying and public relations activities. The department's daily business and administrative functions are overseen by **Carol A. Genovese.**

AWARDS

Trade union pioneers **Eugene V. Debs** and **Walter P. Reuther** are among four who will be inducted into the Labor Hall of Fame on Dec. 13. Debs, founder of the American Railway Union and a five-time socialist candidate for president, and Reuther, former UAW president and the last president of the CIO before it merged with the AFL, will be inducted along with New York Sen. **Robert F. Wagner,** author of much New Deal legislation guaranteeing workers rights, and industrialist **Henry J. Kaiser,** who pioneered health care maintenance programs, during a ceremony in the lobby of the Department of Labor's Frances Perkins Building.

The new inductees will join eight other prominent Americans honored in the Labor Hall of Fame since it opened in 1988: Labor leaders **Samuel Gompers, John L. Lewis, George Meany** and **A. Philip Randolph;** former labor secretaries **Frances Perkins** and **James P. Mitchell;** academician **John R. Commons** and industrialist/mediator **Cyrus S. Ching.**

The ten-member panel that selected the new inductees were Monsignor **George G. Higgins,** former Labor Secretary **W. Willard Wirtz,** Electrical Workers President **John J. Barry,** consumer adviser **Esther Peterson,** labor writer **A.H. Raskin** and labor historian **Philip Mason.**

Albert Casale, president of the Meriden, Conn., AFL-CIO was honored by the 550 delegates to the Connecticut AFL-CIO, who established the annual Albert Casale Community Service Award and named him the first recipient. His work as secretary of the Connecticut United Labor Agency, chair of the state AFL-CIO Community Services Committee and involvement with community health and welfare organizations was cited in a resolution that was adopted unanimously.

Thomas J. Mackell Jr., a labor mediator and arbitrator and head of the marketing and consulting firm of Mackell and Associates, will be honored as Man of the Year at an Israel Bonds testimonial dinner-dance at the New York Hilton and Towers Dec. 11 at 6 p.m. Guest speakers at the testimonial will be Rep. **Joseph Kennedy** (D-Mass.) and **Eli Cohen-Kagen,** minister for labor affairs at the Israeli embassy.

Mackell formerly served for 14 years as administrator of the joint benefit trust plans of the Marine Engineers Beneficial Association and Associated Maritime Officers Plans.

Tritia Toyota, anchorwoman for KCBS-TV in Los Angeles, California Assemblyman **Willie Brown** and State Senate President pro-tem **David Roberti** were honored at an awards luncheon by the Alliance of Asian Pacific Labor at its third annual conference on organizing in Los Angeles Dec. 1. Toyota received a Distinguished Service Award; Brown received the Legislative Achievement Award and Roberti was named Public Official of the Year.

Resources

Samuel Gompers Leadership Awards of $3,000 each are being offered by the City University of New York's Center for Labor-Management Policy Study to trade unionists who can generate new ideas on how to respond to changes in the domestic and international arenas. For information on how to apply for the award, contact: Doris Suarez, 120 W. 44th Street, New York, N.Y. 10036. Phone 212/391-0410.

PUBLICATIONS

The Cruikshank Chronicles, a compilation of oral history interviews that trace more than 60 years of U.S. labor history, is being offered by the SOS Education Fund. Nelson Cruikshank recounts stories and anecdotes of his years in the labor movement and as a personal adviser to President Carter. Copies cost $17, which includes postage and handling costs, and quantity discounts are available. Contact SOS Education Fund, 1201 16th St. N.W., Washington, D.C. 20036.

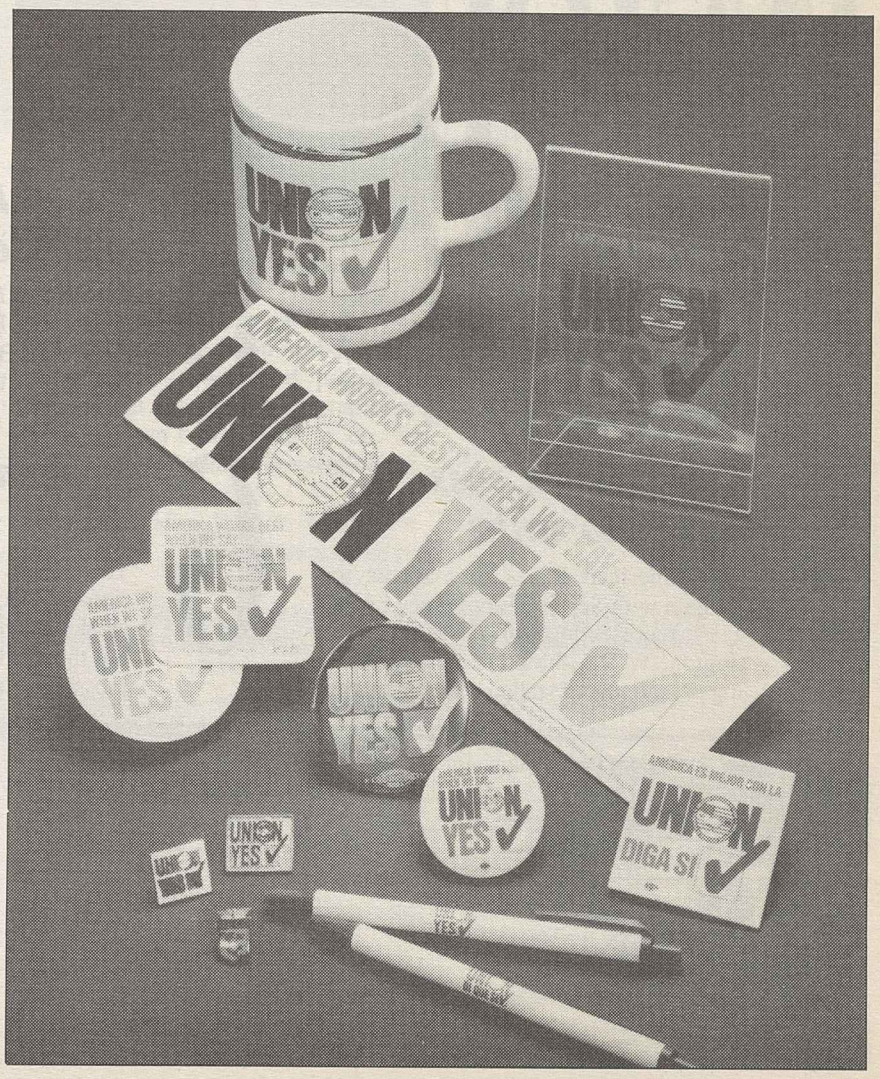
A booklet of **Resolutions** adopted by Labor Council for Latin American Advancement's 8th national membership meeting, held in San Juan, Puerto Rico July 18-21, is available. Contact Alfredo Montoya, LCLAA, 815 16th Street N.W., Suite 310, Washington, D.C., 20006. Phone 202/347-4223.

VIDEOS

Mightier Than the Sword is a 10-minute video on the importance of the labor press. It features television celebrity and union advocate Howard Hesman, who discusses resources of the International Labor Communications Association that can help communicators get started. The tape is available to local unions for $15 and to international unions for $35. Contact ILCA, 815 16th St. N.W., Washington, D.C. 20006. Phone 202/637-5068.

GIFTS

A variety of items with the imprinted "Union Yes" message are available to union members looking for special gifts this holiday season. Items, such as those shown in photo at right, range from buttons, pins, cups, T-shirts and sweatshirts, hats, coolers and bags. To order, call the AFL-CIO Publications and Materials Office, 202/637-5041.



Police dispute claims by 'desperate' Daily News

Continued from Page 1

Lipton, president of the New York Newspaper Guild. "There is no circulation; all of the major advertisers have left; whatever papers appear on the street are given away free, and there is no revenue," he said.

The striking workers also were vindicated when the city's police department said there is no evidence that the unions had conspired to commit violence against the newspaper.

"The acts of violence and other types of criminal behavior are the acts of individuals and are not part of a coordinated effort," Department Chief Robert Johnston told a state legislative panel investigating violence during the strike.

Johnston's testimony rebutted charges from the News' publisher, James Hoge that the unions had used violence and intimidation to "lawlessly enforce" their will.

Johnston also questioned Hoge's charges that there had been more than 700 serious incidents since the strike began. He said the police department knew of only 229 incidents, resulting in 107 arrests, 75 of which were strikers.

Hoge's comments also led to a $100 million civil libel suit filed by the Allied Printing Trades Council, the striking unions' umbrella group.

The suit was filed after the Daily News sued the strikers, accusing them of running "a campaign of terror" against replacement workers and newsstand owners.

The Daily News suit is "a crock of nonsense" that represented the "last act of desperation by a newspaper that has lost virtually all of its advertising and most of its circulation," said Theodore Kheel, an adviser to the unions.

Striking Daily News Guild members also began covering their old beats for the "Real News," the striking unions' newspaper. Recent editions contained mostly non-strike related material including a column on an expected indictment of mobster John Gotti, four pages of sports coverage and an exclusive story on the Dinkins' administration's plans to close seven firehouses to help ease the budget crunch.

In other developments, the News won one round when a federal judge issued temporary permission for more than 500 homeless hawkers to sell the newspaper in the subway and commuter railway stations.

But George McDonald, president of the Allied Trades Council, said his members are considering legal ways to disrupt subway and rail station sales of the newspaper.

"We will be evaluating the situation," McDonald said. "We have to see what is entailed and how many hawkers are down there. Whatever we legally can do, we will do to upset the News' program. We think the program is unhealthy."

Barry Feinstein, president of Teamsters Local 237, and Domaso Seda, secretary-general of the Transport Workers Local 100, said the ruling could lead to disruptions in transit service.

"We are not going to let a scab newspaper survive in the subways," said Feinstein, who is a Metropolitan Transit Authority board member. "The strikers are going to be down in the subways with the hawkers, and if that screws up service, you can thank the Daily News for that."

"This is a potentially explosive situation for the riding public as well as my workers," Seda said.

The strikers were to receive another boost Dec. 10 when thousands of people were expected to rally in front of the Daily News building in support of federal legislation to prohibit the replacement of striking workers.

Adopt-A-Striking-Family program key to assistance plan

Continued from Page 1

Lavan, who covered the banking industry for the last year, said the economic situation in New York is very bad and there aren't any jobs.

Other families are cutting expenses and dealing with the myriad financial and emotional problems that come with being on strike.

Members of eight of the nine striking unions receive strike benefits of $150 weekly and take regular turns working the telephones, distributing handbills or picketing.

Only the drivers receive no strike pay. If the strike continues into mid-December, New York law makes the strikers eligible to collect several hundred dollars more in monthly unemployment benefits.

Besides the obvious support coming from the strike funds, strikers can look to the striker assistance program set up by the New York City Central Labor Council, with assistance from the AFL-CIO's Field Services and Community Services Departments.

Staffed by volunteer strikers, several counseling centers provide referrals for personal and financial counseling for strikers and their families.

The centers also provide strikers with information about union benefits, as well as available community resources and services.

Recognizing that the long strike is especially trying for families, the centers also plan to provide personal stress management seminars and professional counseling as needed, according to Joe Velasquez, director of Community Services.

There is even a temporary job search program, a self-help support group and emergency food assistance.

The unions also plan to distribute baskets of food and Christmas toys to striking workers' families and to hold a Daily News holiday party on Dec. 16.

But the key to the assistance program is the Adopt-A-Striking-Family campaign.

The international unions headquartered in New York plan to ask their locals to pledge $25 per month to help feed a striking family, or make health care possible for a sick child.

For $150 a month, a local could save a striker's home, or prevent the electricity, heat and water from being shut off, according to Thomas Van Arsdale, president of the New York City AFL-CIO.

Locals adopting a family will receive pictures and letters from the family.

Ted H. Jacobsen, secretary of the New York City CLC, said the adopt-a-striking-family program gets to the crux of what labor is all about.

"If the family suffers, the worker suffers. If the worker suffers, industry suffers and the whole labor movement suffers," he said. "After all, that's why workers work — to make good lives for themselves and their families."

Any locals or persons wanting to contribute should call the Allied Printing Trades Family Assistance Fund at 212/685-9552 or mail checks to the Allied Printing Trades Council Family Assistance Fund, The New York City Central Labor Council, AFL-CIO, 386 Park Ave. South, Room 601, New York, N.Y. 10016.

INSIDE

VOLUME 35, NUMBER 25
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AFL-CIO NEWS

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The AFL-CIO condemns the insurance company practice of handling skyrocketing health care costs by trying to limit the pool of insured persons only to the healthiest citizens.

2 ***SEIU, Red Cross agree to talks***
The American Red Cross agrees to bargain with Service Employees Local 1199, representing workers at the Huntington, W.Va., blood center, following six months of stalled contract talks.

5 ***HERE hits jackpot, scabs exit casino***
Two Hotel Employees and Restaurant Employees local unions reach a settlement with Binion's Horseshoe Casino that returns the strikers to their jobs and dumps the "replacement workers."

6 ***Tragedies underline OSHA reform needs***
The AFL-CIO Conference on Occupational Safety and Health hears tragic stories of workplace dangers that point out the need for reform of the nation's job safety law.

8 ***Massacre forgotten in U.S.-Chinese talks***
Just 18 months after thousands of pro-democracy demonstrators were killed in China's Tianamen Square, President Bush signals a return to "business as usual" between the two nations.

10 ***Trade talks promise few gains for workers***
A labor delegation raises concerns that U.S. trade negotiators may have given away important safeguards in the closing sessions of multilateral trade negotiations.

UNION YES

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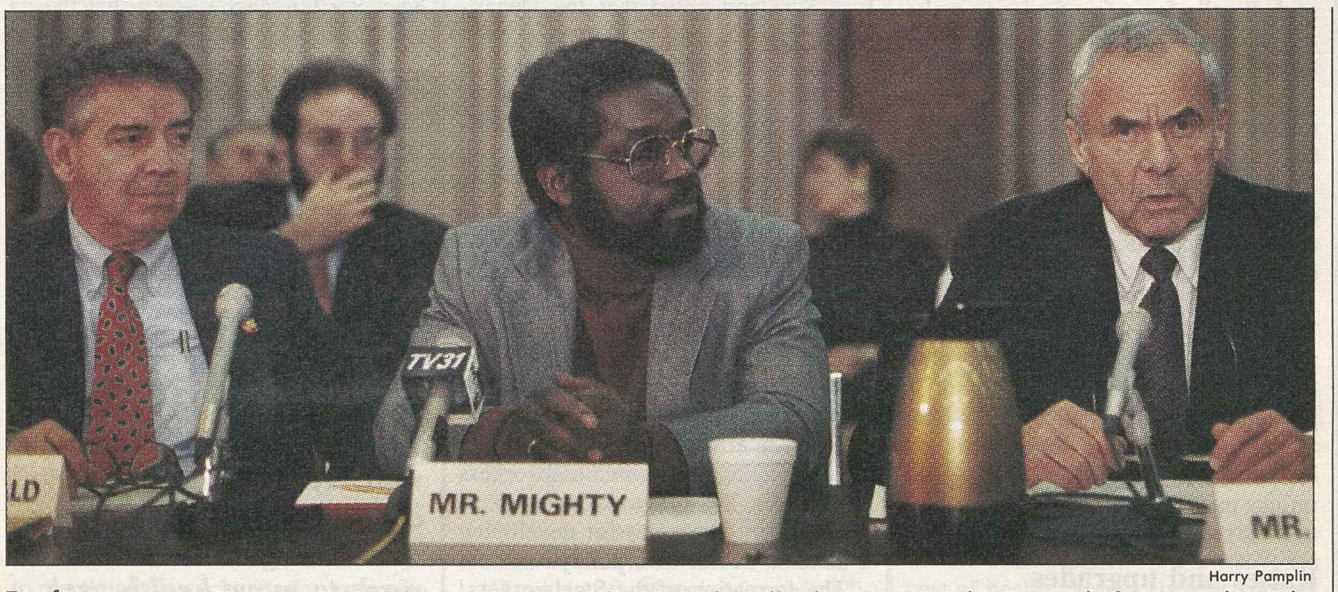
12/10/90

AFL-CIO NEWS

VOLUME 35, NUMBER 26 DECEMBER 24, 1990

FOCUS

A holiday party for families of strikers at the New York Daily News, Greyhound and Eastern featured these colorful performers. **See page 7.**



Harry Pamplin

Testifying at a congressional field hearing on strikebreakers are, from left: George McDonald, president of the Allied Printing Trades Council of New York, striking driver Otilio Mighty and attorney Theodore Kheel.

Congress urged to ban strikebreakers

'Immoral' practice fuels Daily News conflict, witnesses say

By James B. Parks

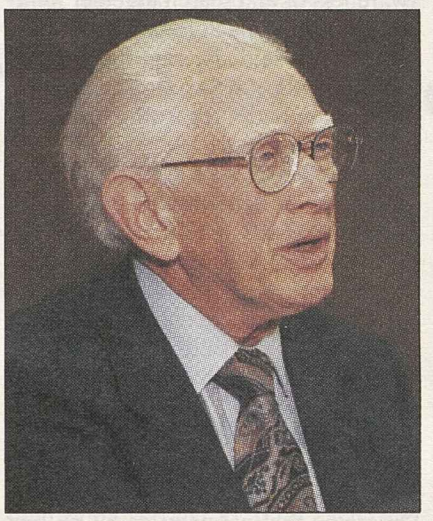
Hiring replacement workers is immoral and "the industrial equivalent of capital punishment," witnesses said in urging passage of a law to ban the practice during a congressional field hearing in New York.

New York labor and religious leaders joined state and local officials in testifying that the practice discouraged collective bargaining at the New York Daily News and has led to turmoil in the current strike.

Cardinal John O'Connor, the Roman Catholic archbishop of New York, said he would consider it "immoral" if he hired replacement workers in any Catholic facility.

O'Connor was one of six witnesses that appeared before a field hearing of the Senate Labor and Human Resources Subcommittee on Labor. The hearing was conducted by Sen. Howard Metzenbaum (D-Ohio) and Rep. Major Owens (D-N.Y.).

In the last session of Congress, Metzenbaum introduced legislation to prohibit the hiring of permanent replacement workers during a strike.



Sen. Howard Metzenbaum

Cardinal John O'Connor

Owens co-sponsored a companion bill in the House, which was introduced by Rep. William Clay (D-Mo.). The Congress did not act on either measure, and the bills will be reintroduced in the next session.

The Daily News refused to send a representative to the hearings, a move that Metzenbaum said he regretted. He noted that, for 40 years after the 1938 Supreme Court decision in the McKay Radio case that allowed permanent replacement of strikers, "employers knew it wasn't the thing to do, the American public knew it wasn't right, so it just wasn't done."

When President Reagan fired and re-

Continued on Page 6

Boycott helps catfish workers win settlement

New contract hailed as 'Christmas gift'

By Sharolyn Rosier

Members of the Food and Commercial Workers Local 1529 overwhelmingly approved a new three-year contract with Delta Pride Catfish Inc. of Indianola, Miss., ending a three-month strike that brought a national spotlight on the plantation-like working conditions at the plants.

The contract "lays the foundation for improved relations between Delta Pride and the union," said Local 1529 President Leon Sheppard and UFCW Regional Director Frank R. Dininger in a statement following the 399-to-1 vote. The lone dissenter apparently misunderstood the wage provisions in the package, the union said.

The union officials pledged "a new spirit of cooperation that will make the employees partners in Delta Pride success." Delta Pride is the nation's largest catfish processor, employing mostly young black women — many of them single parents — in one of the most impoverished areas of the country.

The campaign against the company, which included a national AFL-CIO boycott and the support of the NAACP and other civil rights organizations, focused on Delta Pride's inhumane working conditions, such as allowing only six weekly restroom visits and the use of stop watches to time employees in their jobs.

"This is a great Christmas present," said Sharon White, a mother of three who has been with the company since 1983 and has endured wrenching financial problems during the strike.

"I feel good about this contract and I've talked with several co-workers and they are satisfied," White said. "We finally got some of the things we

Continued on Page 4

Drug company promotions tied to higher prescription costs

By Colleen M. O'Neill

The pharmaceutical industry spends $165 million every year in incentives to doctors to promote their drugs, a practice that invariably is paid for by health care consumers, according to testimony before a Senate committee.

"The high price of drugs has a disproportionate impact on consumers because they often pay the costs directly, rather than through insurance," said Sen. Edward M. Kennedy (D-Mass.) at the opening of a two-day hearing of the Senate Committee on Labor and Human Resources, which he chairs.

"Many of these consumers are Medicare patients, often needing multiple prescriptions, and often unable to afford the medicine they need," Kennedy said.

The committee heard testimony from physicians and representatives of the Pharmaceutical Manufacturers Association and the American Medical Association about lavish dinners, free trips, cash and other incentives bestowed on physicians in an attempt to influence prescribing practices.

According to the pharmaceutical association, approximately 1.64 billion prescriptions were written in 1989. However, countless numbers of them — written for the uninsured and the underinsured — likely went unfilled.

For some, the lack of medication could mean simply a longer period of illness or more severe symptoms. Yet for others, such as one Illinois woman who testified at the AFL-CIO health care hearing in Chicago in September, it can be a life-or-death situation.

Marie Shook, the second-longest living heart/lung transplant in the world, needs medication to prevent her body from rejecting the donor organs. She told the AFL-CIO panel of her struggle to afford the drug.

"A bottle (of cyclosporin) lasts me little more than three weeks," she said. "There are other drugs which I take as

Continued on Page 3

13-year Seafirst struggle ends with 5-year accord

By Arlee C. Green

After a 13-year legal battle for union representation, the 4,600 members of Food and Commercial Workers Local 1182, the nation's largest banking unit, have their first contract with Seattle First National Bank.

Union officials hailed the contract as "the finest in the banking industry." For Mary Holland-Young, president of Local 1182, the contract is the ultimate prize for the workers' persistence. "It's finally over, but a breakthrough like this was worth the wait," she said.

The legal odyssey began in 1977 when the Financial Institution Employees of America sought to affiliate with the UFCW. But Seafirst refused to recognize the unit's affiliation.

The bank, a subsidiary of BankAmerica Corp. since 1983, threw down every possible legal gauntlet, a tactic that finally tried the patience of the 9th Circuit U.S. Court of Appeals. That court in late 1989 said that each delay sought by management has become "the basis of an argument that there ought to be more delay. When will it stop? We stop it here. We decline to expand the record before this court or to remand" it to the National Labor Relations Board for reconsideration.

Following that ruling, AFL-CIO President Lane Kirkland denounced Seafirst's conduct in a letter to BankAmerica management and called the firm's labor record to the attention of any union trustees who might have pension fund dealings with BankAmerica. Seafirst agreed to negotiate with the UFCW soon after.

Eight months of talks

Bargaining began earlier this year and after 47 sessions over eight months, a contract was crafted that the Local 1182 members approved by an 86 percent margin.

"Seafirst employees had three main concerns going into the negotiations — instability in the banking industry, gross inequities in the bank's merit pay system, and the soaring cost to employees of medical insurance," Holland-Young said. "FIEA's contract makes tremendous strides in all three areas.

"The five-year term itself provides stability in the current unstable economic environment for banks," she said, "and the severance provisions will cushion the blow in the event of layoffs."

Under the accord, 15-year employees who are laid off will receive 13 weeks' severance pay, plus 10 percent of their previous year's salary in a lump sum.

The local opted for the five-year term of the bank's "last and final offer," instead of the one-year term also offered, Holland-Young said, "to give the union time to rebuild after 13 years of constant legal warfare for survival."

"Seafirst's hang-ups about grievance arbitration was a major contributing factor to the breakdown of contract negotiations in 1977," she recalled. The new grievance procedure "eases bankers' fears about arbitrators telling them how to run the business," she said. It calls for a fact-finder to make recommendations and allows suits if the bank fails to follow them.

Holland-Young described merit pay reforms as the centerpiece of the contract, overcoming a system in which employees who had met established performance standards were not guaranteed pay increases, and reviews often dragged on long past the promised 12-month cycle.

Now workers who meet or exceed performance standards will receive merit increases ranging from 2 to 11 percent every 12 months, unless they already are getting the top pay for their classification. Employees given poor ratings may file a grievance and/or request a second review after 120 days.

Raises and upgrades

A minimum 5-percent pay increase will be provided after six months for employees still earning the bottom rate for their classification. Promotions of one grade level will add 2 to 5 percent in raises, while a promotion of two or more grade levels will get increases of 3 to 7 percent. Previously, no pay increase was guaranteed for promotions.

To short-circuit health care cost shifting, the contract guarantees Seafirst employees will not pay more than 30 percent of the premium for five years.

Earlier this year, the union forced Seafirst to return nearly $200,000 that employees paid when the company unilaterally increased their share of the medical plan costs.

A fifth week of vacation was added for employees with 20 years' service.

All employees will get a minimum of two hours' pay for attending meetings on their day off. Full-timers have shift-pay guarantees of four hours and part-timers and casual workers will receive at least two hours' pay.

"Elimination of split shifts will ease dependent care problems," Holland-Young predicted. A new classification of "peak time" workers will pay $10.43 to $12.48 an hour.

Bush taps Martin for Labor post

AFL-CIO President Lane Kirkland greeted President Bush's nomination of Rep. Lynn Martin (R-Ill.) to be Secretary of Labor by saying the federation "will be deeply interested in her views as to the appropriate role of the Department of Labor in serving a broader national constituency and her convictions on a variety of issues" vital to workers.

Martin, 50, was nominated by Bush Dec. 14 to succeed Elizabeth Dole, who resigned Nov. 23 to become president of the American Red Cross. Martin, a five-term House veteran, ran for the Senate and lost to Sen. Paul Simon (D-Ill.) in the 1990 election.

Kirkland noted that the Department of Labor "is charged with responsibility for many programs that affect the well-being of working people and their families, particularly when the economy is in recession and workers bear the brunt of hard times."

"The AFL-CIO has known Rep. Lynn Martin through 10 years in the House. During her period of service to her district's constituency, her voting record has not reflected a sensitivity to the needs of workers," Kirkland said.

The AFL-CIO scorecard shows Martin with a lifetime 29 percent COPE voting record — 43 "right" and 103 "wrong" in votes on labor issues.

Martin's nomination goes before the Senate Labor and Human Resources Committee in January. Committee Chairman Edward M. Kennedy (D-Mass.) noted that the department "needs a strong secretary who is willing to stand up for hard-pressed families against the constant pro-business tilt of the White House."

Steelworkers, firms discuss health care reform options

By Colleen M. O'Neill

Representatives from five major steel companies met with Steelworkers officials in Washington Dec. 6-7 to discuss joint strategies for developing a national health care policy.

The formation of the Steelworkers/Steel Industry Health Care Task Force was a by-product of contract negotiations, USWA Vice President Leon Lynch said.

In agreements with Bethlehem Steel, LTV Steel, National Steel, Armco Inc. and Inland Steel, USWA included contractual language "to promote public awareness of and search together jointly" for an approach to national health care, Lynch said. He said the purpose of this first meeting was to educate task force members regarding possible policy approaches.

The challenge, AFL-CIO Department of Employee Benefits Director Karen Ignagni told the group, is to develop policy alternatives that will provide access to care for all Americans while bringing costs under control. The lesson of the 1980s, she said, is that "no one firm or union can solve the problem individually."

Management can help set the terms of the national debate by coming to the table to work out reform, Ignagni said. She noted that as many as 37 million Americans are without health insurance, and another 50 million have inadequate coverage.

Ignagni advised the group to take account of political experience as it forms its approach to health care. She advocated looking at the way the U.S. health care delivery system has developed and the fact that it leads the world in research on quality.

> ***"We as purchasers can't wait. There is an urgency about the crisis, and labor and management need to work to move health care reform to the top of Congress's agenda."***
>
> **—Karen Ignagni, AFL-CIO Department of Employee Benefits**

"We as purchasers can't wait," Ignagni said. "There is an urgency about the crisis, and labor and management need to work together to move health care reform to the top of Congress's agenda."

The task force also heard from representatives of the National Association of Manufacturers, the Health Insurance Association of America and the American Medical Association.

The AFL-CIO is working for reform which includes the principles of universality, public accountability, comprehensiveness, equitable and progressive financing, fairness, portability, cost containment, quality assurance and public/private administration.

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Many struggle to afford medicine

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well, and the total costs average $660 a month.''

Her ex-husband's insurance required her to drop Medicare, which she thought she had done. When the insurer found out she still had some Medicare coverage, she lost her private coverage.

''I begged my last bottle of cyclosporin from a heart transplant patient that has good insurance coverage; he sold me a bottle for what it cost him,'' she told the panel.

Shook, who had to go to Canada in order to receive her transplant in a timely manner six years ago, now says she is probably ''going to have to leave this country, renounce my American citizenship and apply for Canadian citizenship. . . . in order to be able to live as long as I can live.''

Pharmaceutical companies contribute to the rising spiral of drug prices by their promotional incentive programs, Gemma Ziegler, a registered nurse and the wife of a doctor, told the AFL-CIO health care hearing in Louisville in October.

Ziegler said she and her husband were invited on a ''drug trip,'' where a pharmaceutical company paid an estimated $5,000 per couple to wine and dine physicians in hopes of getting them to prescribe their products.

Ziegler's testimony was amplified by witnesses before Kennedy's committee, who described other financial incentives to physicians in exchange for prescribing their products.

The cost of marketing activities usually gets buried in the price tag for research and development, witnesses said, and then is passed on to the patient in the form of higher drug costs.

John C. Nelson, M.D., of Salt Lake City, told the panel that lavish entertainment provided by drug companies to physicians ''was especially a problem for me when I realized that my patients are paying for these lavish incentives in the form of higher prices for their prescription medications. The same is true, of course, for all third-party payers, perhaps, most notably, the federal government.''

One former pharmaceutical company public relations executive said he left the industry because of such practices.

Also in Detroit, Lillie Ward outlined the problems faced by a friend who lost his job and with it, his benefits.

''It took him so long to get his unemployment that during the time that he needed to go to the doctor, he couldn't afford to go. That happened a couple of times — his check was three weeks late and he was out of medicine and couldn't go to the doctor.''

''The price of prescription drugs is determined by what the market will bear. Pain, suffering and desperation will support a high price, indeed.''

— David C. Jones
former drug company executive

''The price of prescription drugs is determined by what the market will bear,'' David C. Jones, formerly with Ciba-Geigy Corp. and Abbott Laboratories, said at the hearing. ''Pain, suffering and desperation will support a high price, indeed.''

Such activities price those workers without adequate coverage for prescription medicine out of the market. Such is the case with Atevlie Bridges, a Service Employees member who suffers from high blood pressure. She described her struggle to the AFL-CIO health care hearing panel members in Detroit in October.

''I pay out of my pocket for my medication and my doctor visits because I can't afford the health premiums,'' she said. ''I don't take all of the medication I am supposed to because I can't afford to buy it.

''I feel I am taking great risks with my health, but I don't know what else to do,'' said Bridges, who also told the panel she now needs glasses, but is unable to afford them.

The friend, a UAW member who had high blood pressure and a problem with his heart and kidneys, frequently was unable to get his medicine, Ward told the panel. Eventually, her friend had a stroke; he is still in a coma and needs total care, she said.

''He went from May to September trying to get medication,'' she said. ''He kept going back and forth to the resource center trying to take care of himself without success. His blood pressure went up due to this additional stress.''

Dr. Nelson summarized the problem for the Senate panel: ''As I watch the cost of health care escalate, it appears to me that here is a realistic place that expenses could be cut.

''The thought of some people in our health care system doing without medication because they are unable to afford it is difficult for me,'' he said. ''But to realize that many millions of dollars were spent to market the drug which raised the price even more seems inappropriate.''

New Jersey AFL-CIO sues over costly fund

By Colleen M. O'Neill

New Jersey labor has taken its case for health care reform to court.

The New Jersey AFL-CIO, along with Blue Cross/Blue Shield of New Jersey and four unions, filed suit Nov. 20 to eliminate the state's Uncompensated Care Trust Fund, as recommended by a commission appointed by Gov. James Florio. That suit was scheduled to be heard in state Tax Court Dec. 21.

State AFL-CIO President Charles Marciante co-chaired the health care reform commission, which this fall released a series of recommendations for changing the way New Jersey funds health care, including the elimination of the trust fund.

The trust fund currently adds a 19 percent surtax to the bills of those patients covered by insurance, with the resulting funds going to pay for care for those uninsured and underinsured.

On Dec. 13, the state senate passed a bill extending the trust fund three months past the Dec. 31, 1990, expiration date to allow time to explore other options, officials said.

Marciante said new legislation will be introduced before the end of the year to abolish the trust fund and enact a funding mechanism proposed by the reform commission.

The mechanism calls for a 1 percent tax on all employers, approximately $144 per employee, he said. Employers who fail to pay the requisite amount would be fined $1,000 for each full-time employee and $750 for each part-time worker.

Providing coverage

All funds would go to pay for the care of those without adequate health insurance, Marciante said, thus eliminating the 19 percent surcharge paid by the insured.

Marciante said that when the trust fund was begun in 1983, it covered $289 million in bills. In 1990, the cost is estimated to be $900 million; if the fund is continued, the projected total in 1995 is $1.7 billion, he said.

''Make no mistake about it — there's an awful lot of heat being put on legislators by businesses large and small to oppose this idea, but we're pushing hard,'' he said.

''We're in a dogfight,'' Marciante said. ''But this is the only reasonable alternative we can see to controlling the spiraling health care costs of New Jersey.''

An AFL-CIO regional health care hearing in New Brunswick, N.J., in October, heard testimony from Marciante and other union and government officials, as well as officers of the American Nurses Association and Blue Cross/Blue Shield of New Jersey.

Dr. John Petillo, the president and chief operating officer of Blue Cross/Blue Shield, said the labor-backed changes were overdue. He also endorsed other recommendations of the commission, including calls to reform hospital rate-setting procedures, enroll all eligible recipients in the Medicaid system, and permit more managed care programs.

HRDI projects aim to upgrade worker skills

By Candice Johnson

The AFL-CIO's Human Resources Development Institute is leading a labor-management-government initiative to improve workplace training and upgrade workers' skills.

Under a $500,000 grant from the Department of Labor, HRDI is working with unions and employers at three target sites to develop training models that will help meet the skill needs of the future, as part of its Upgrading and Career Ladder Program.

The project also is intended to help determine the federal government's role in providing resources for worker upgrading and retraining, HRDI said.

In Seattle, Machinists District 751 and Boeing Co. established a ''Quality Through Training'' program during the last round of contract negotiations, in which the project's labor and management administrative board agreed to work with HRDI to develop a skill-upgrading system.

The training will be conducted both in the classroom and on the job for highly skilled work involving the maintenance and repair of electronic and electrical equipment in the Boeing plant.

Chronic Shortage

Boeing has faced a chronic shortage of workers for these postions even though it has held some classroom training sessions operated an informal training program for ''lead'' workers.

In the first stage of the project, an HRDI team conducted interviews and held focus group sessions with IAM members, trainers and supervisors to develop a comprehensive training plan.

This outline — including job profiles and a detailed analysis of the jobs' training needs — recently was submitted to union, company and government representatives, along with plans for the selection of trainees.

But the program's goal also is to extend that model throughout an industry ''and develop prototypes of a training system that combines structured on-the-job training with theoretical instruction,'' said Michael McMillan, HRDI executive director.

Workplace link

The HRDI work-based learning effort grew out of the Department of Labor's ''Apprenticeship 2000'' plan, which was designed to expand apprenticeship and on-the-job training to manufacturing and service industries.

Other unions and sites involved in the project include Electronic Workers Local 313 and Dresser-Rand Industries in Painted Post, N.Y., the Food and Commercial Workers Local 1001 and the Service Employees Local 6 working at Swedish Hospital Medical Center in Seattle and Group Health Cooperative of Puget Sound. HRDI also is developing programs with other health care employees.

GAO: Leadership needed to improve employment service

The Labor Department needs to assert its leadership and push states to improve management of the Employment Service program, a General Accounting Office study says.

Franklin Frazier, director of Education and Employment Issues in GAO's Human Resources Division, told a House Education and Labor subcommittee the quality of the labor exchange program varies greatly across states and local offices.

For example, 200 of the 1,700 local offices placed over a third of their job seekers, while 200 other offices placed less than 10 percent of their clients.

Some 400 local offices placed most people in temporary jobs, while another 400 placed 75 percent of its clients in permanent jobs, Frazier said. The disparity was attributed to poor management of some state programs.

The most successful offices were in states that set measurable performance goals, provided incentives for local office achievements, and frequently monitored those offices, the report said.

The best local offices communicated better with employers and gave more individualized attention to job seekers. They also had a close working relationship with the Job Training Partnership Act program and were autonomous from the local unemployment insurance office, the GAO said.

In faulting Labor Department leadership, the report said the department is in a unique position to help the states obtain, analyze and share information on effective practices and policies.

Graduate aides pick UAW unit in UMass vote

By Candice Johnson

Graduate students at the University of Massachusetts at Amherst are the newest group of teaching assistants seeking the benefits of a union contract. By a 1,204-393 margin, the students voted for representation by the UAW, under the Graduate Employees Organization of District 65.

Meanwhile, organizing campaigns are under way at Cornell University by District 65 and at Yale, Temple University and the University of Maryland by independent associations, indicating a growing trend among teaching assistants to unionize.

The graduate student employees assist professors with labs, lectures, grading exams, and other duties. These responsibilities have expanded due to increasing financial pressure on universities, said UAW District 65 representative Carol Knox, as graduate students are picking up a much larger workload.

A major concern during the UMass campaign was the less-than-adequate stipend for teaching assistants, which averaged about $6,200 a year. The union has proposed a minimum monthly stipend of $1,000.

Contract goals

Improved quality and access to child care and the elimination or curtailment of student fees earmarked for curriculum costs and health services, which the university imposes to help make up revenue shortfalls, are also goals, the union said. Graduate student employees have been paying as much as $900 a year in fees.

The university has agreed to meet with union representatives, but Service Employee Local 509, which won a representation election among professional employees more than a year ago, is still bargaining for a first contract.

Other university workers, represented by AFSCME, are working without a contract, while the state's budget crunch brings administration proposals for pay cuts or unpaid furloughs.

Graduate assistants at the University of Michigan and the University of Wisconsin at Madison have been represented by the Teachers for more than 15 years. A key gain at Michigan was winning state recognition that the teaching assistants could be considered employees. Michigan students also won gained limits on class size, a no-tuition clause and education benefits.

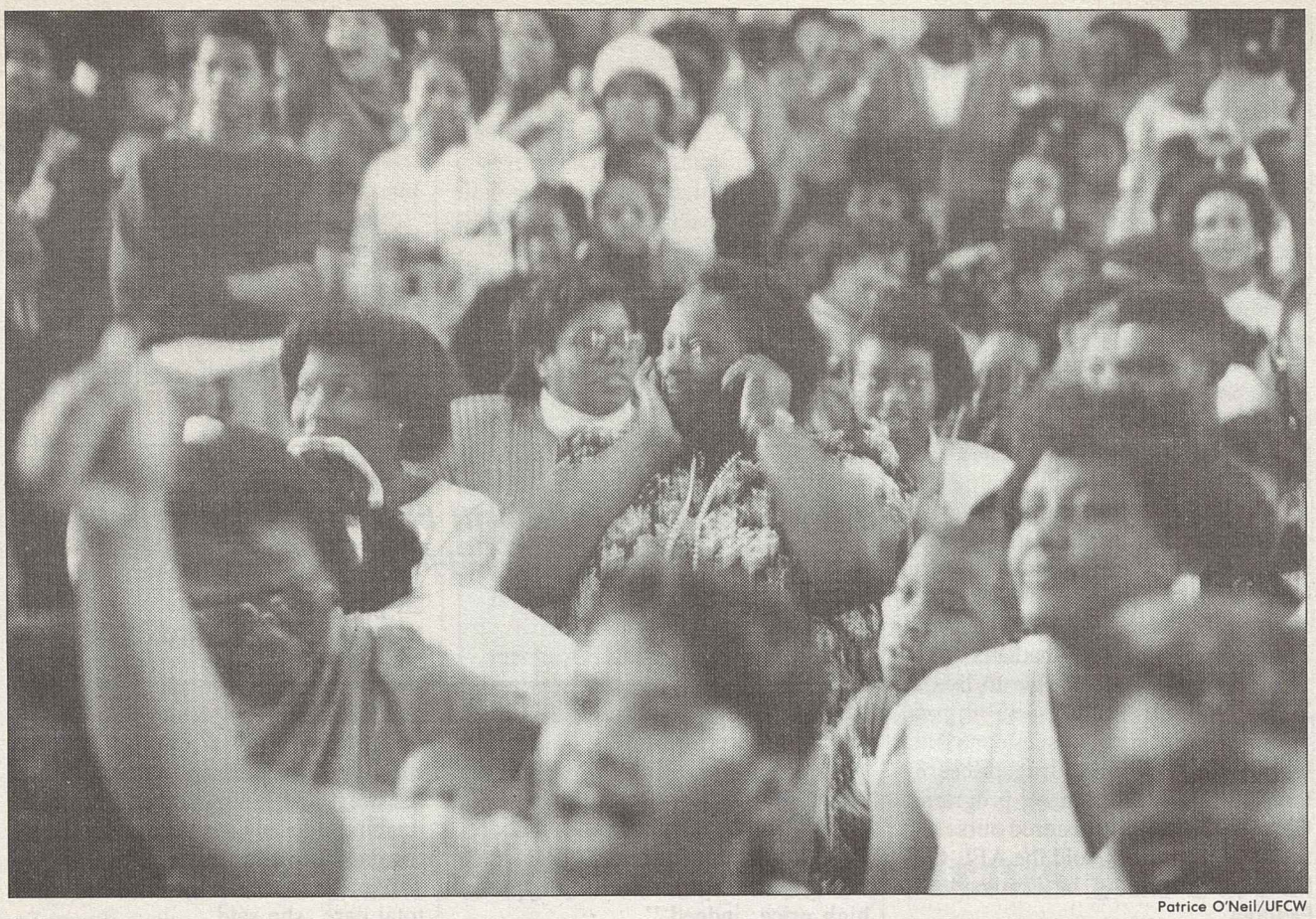
UAW District 65 also represents graduate assistants at three University of California campuses.

Kirkland to attend Walesa inaugural

AFL-CIO President Lane Kirkland has accepted an invitation to attend the Dec. 22 inaugural ceremony when Solidarnosc leader Lech Walesa is sworn in as president of Poland. The inauguration in Warsaw was scheduled to be followed by a transfer of the presidential seal and a 5:30 p.m. Mass.

In a message to Walesa, Kirkland called his election "a victory of Poland's new democracy and courageous workers who have struggled for so long to make it a reality."

Walesa attended the 1989 AFL-CIO convention to thank Kirkland and American trade unionists for their support of Solidarnosc during its years of suppression in the 1980s.



Patrice O'Neil/UFCW

Delta Pride workers celebrate contract agreement at a UFCW victory rally in Indianola, Miss.

Striking catfish workers win accord

Continued from Page 1

wanted . . . including some of the things that should make the workplace better for all of us."

Under the new contract, most workers will receive wage increases ranging from 65 to 85 cents an hour effective Jan. 3, when the strikers will begin to be recalled to work. Pay averaged $4.05 an hour before the strike.

Prior to the new contract, the company, which is a cooperative owned by the farmers who sell live catfish to the plant, made only one wage offer amounting to 6.5 cents per year above the minimum wage.

Strikers will be recalled to work according to seniority, Sheppard said, in a process expected to be completed in 90 days. A minimum of 75 employees go back to work Jan. 3, and a minimum of 30 every week after that until everyone has been recalled.

Other provisions in the contract include a joint union-management safety committee, no limit on restroom breaks and double-time on the seventh consecutive day of work.

Aaron Henry, president of the Mississippi NAACP, said the workers anger arose from "a combination of race and economics, coupled with the company's philosophy of the plantation."

"The strikers wer heartened and sustained by the outstanding support they received from religious leaders, civil rights organizations, community groups, other unions and especially the Congressional Black Caucus," Sheppard said.

Strikers commended

At a rally to celebrate the contract agreement, Joseph Lowery, president of the Southern Christian Leadership Conference, and Dick Gregory, civil rights activist, commended the union workers.

During the three months of the strike, the workers were maintained by strike benefits of about $60 a week. The union also set up a hardship committee to help workers pay bills, created a food bank and ran a cafeteria.

At the request of the UFCW, the AFL-CIO initiated boycott activities against Delta Pride that resulted in a number of supermarket chains dropping the products. Consumer support for the union boycott of Delta Pride products was a "crucial factor" in achieving the contract, said Sheppard, who urged shoppers "to immediately restore catfish, especially Delta Pride and Country Skillet Catfish to their shopping lists."

The Delta Pride contract was preceded by one week by another contract negotiated by Local 1529 for workers at ConAgra's Country Skillet, Delta Pride's chief competitor.

The three-year Country Skillet contract, ratified by a vote of 159 to 1, included the establishment of a joint labor-management safety committee as well as three weeks' vacation for employees with 10 years' service.

The Country Skillet contract also provides credit for previous experience in the catfish industry, two additional holidays for employees and overtime pay on holidays. Because Country Skillet was ahead of Delta Pride on pay, the contract called for wages to increase a minimum of 45 cents an hour, compared to the 65 cents an hour in the Delta Pride contract.

ILA master contract ratified at 36 ports

By Arlee C. Green

Longshoremen at 36 Atlantic and Gulf Coast ports approved a 46-month master agreement that will raise wages from $18 an hour to $22 by the contract's end.

The accord, ratified by nearly 90 percent of those voting, replaces a 14-month extension of the previous agreement, which had expired on Oct. 1, 1989. It covers 65,000 members.

ILA President John A. Bowers said, "Both labor and management are happy with the agreement. ILA members will receive improvements in their safety and fringe benefits plans while employers got reductions in container gangs that will help them remain competitive."

The master agreement provided a $1 an hour increase on Dec. 1, 1990, with matching raises scheduled for Oct. 1 of 1991, 1992 and 1993. The accord also raises the employers' contribution to the welfare, pension and other fringe benefit plans, with minimum contributions lifted to $7.45 an hour through to Oct. 1, 1991, when it goes to $7.65. The contribution goes to $7.80 a year later and reaches $8.05 in 1993.

Container gang size will drop from 20 to 18, with a one-worker reduction on Dec. 1, 1990, and a second reduction on Oct. 1, 1992. The union also agreed that local ports or districts may institute a flex-time system for the continuous receiving and delivery of containers, with details to be worked out on a local basis.

Job security was improved with a provision that reaffirms the ILA's right to jobs traditionally associated with waterfront work, even if automation changes those jobs. Workers will be retrained for new jobs at the employer's expense and must accept the jobs offered.

The agreement's maintenance provision affirms the ILA's jurisdiction over the maintenance and repair of shipping containers at both waterfront and off-pier facilities.

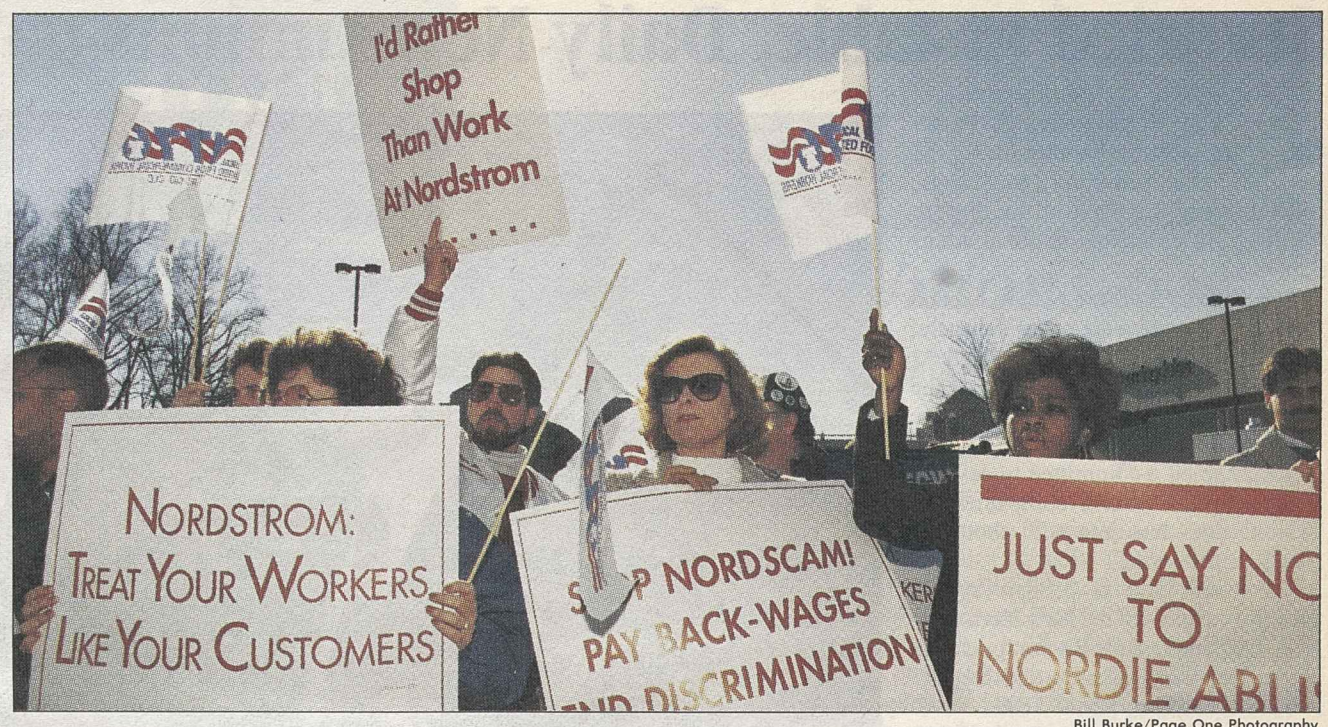
By mid-December, only a checkers unit in New Orleans had not reached a settlement, and ILA members in Mobile, Ala., were scheduled to vote later this month on the local issues package.

In reaching settlement of local issues, workers in Baltimore and Philadelphia went on strike before settling. The checkers local in Baltimore struck for two days and the stevedores unit in Philadelphia was out for four days.

A key local issue was the program of guaranteed annual income (GAI), a measure that assures income to workers in less active ports. In New York, the ILA locals kept GAI at the same level as the previous contract, but agreed to accept an early retirement option aimed at reducing GAI costs.

Members in South Atlantic ports, those in North Carolina, South Carolina, Georgia and Fernandina Beach, Jacksonville and Tampa, Fla., agreed to a 34-month phase out of GAI payments.

UFCW rallies, sues Nordstrom for back pay



Bill Burke/Page One Photography

UFCW pickets denounce Nordstrom work practices at a store in Tysons Corner, Va.

By Sharolyn Rosier

Members of the Food and Commercial Workers continued to push their campaign for back pay for Nordstrom employees forced to work "off-the-clock."

But the push will be in the courtroom since the union on Dec. 13 reached agreement with Nordstrom on a new collective bargaining agreement that does not address the issue of back pay for working off-the-clock. The new contract came a week after UFCW rallied in support of the Nordstrom workers at six stores — in Seattle, Portland, Los Angeles, San Francisco, San Diego and Tysons Corner, Va.

The UFCW suit, which was orginally filed in February 1990 in Washington State Superior Court, charges that Nordstrom forces its employees to work off-the-clock. UFCW Local 1001 President Joe Peterson said the suit involves additional charges of discrimination against women, blacks and people over 40, invasion of employees' privacy, denial of unemployment benefits to former employees and continued unlawful assistance to an anti-union committee.

Peterson said the contract was agreed to because "the UFCW can now focus efforts on its class action suit" to win the changes employees are seeking. Reaching the new agreement, Peterson said, would also "lay to rest Nordstrom's unfounded assertions that the union's back pay claims are merely a smokescreen for the union's contract goals."

UFCW Locals 367 and 1001, which represents Nordstrom employees in Seattle and Tacoma, Washington, said that the union "has done everything possible in bargaining with Nordstrom to persuade the company to change a number of its employment practices." Since negotiations did not "remedy the off-the-clock work Nordstrom admits has occurred," the UFCW must pursue those issues in the courts, the union said.

According to the union, the new contract provides a wage increase of 15 cents an hour in March 1991. The agreement expires July 31, 1991.

"Nordstrom is trying to have its cake and eat it too. This landmark class action lawsuit filed by Local 1001 could force Nordstrom to pay hundreds of millions of dollars to nearly 30,000 past and present Nordstrom workers across the nation," Peterson charged.

The union said the company pays its employees on the sales per hour system (SPH), which divides the number of sales made by the number of hours the employees work. Every hour spent on off-the-floor customer service is an hour when employees are not making sales.

Thus, in order to keep their rating at good levels, employees punch out early and perform customer service activities off-the-clock, the union charged. Employees with a high SPH rating enjoy better hours, higher commissions, bonuses and chances for promotion.

'Inside game' helps IBT win Pan Am pact

By Arlee C. Green

Teamsters Airline Division members successfully played the "inside game" at Pan American World Airways to produce a new 39-month agreement that boosts pay and restores contract cuts the carrier imposed in 1988.

"This was a tough battle," said William F. Genoese, airline division director. "The company tried to wear our members down."

The IBT represents 6,700 Pan Am workers, including passenger service, reservations and cargo agents, clerical and accounting employees, supply clerks and nurses. They ratified the accord by a 10-1 margin.

Pan Am imposed its final offer on IBT members in 1988, after the National Mediation Board had declared an impasse in negotiations and released both sides to take economic action.

"Pan Am wanted to push our people out on strike in 1988," Genoese recalled. "Then they would have hired permanent replacements for our members. But the workers did not strike. They conducted guerrilla warfare against the company. There were job actions and demonstrations all over the system."

He explained that various locations were targeted for job actions, which included rallies, informational picketing that cut off cargo deliveries, lunchroom sit-ins, and use of sick leave.

The contract Pan Am imposed in 1988 had 55 concessions — including an 8-percent wage cut, shorter vacations, fewer holidays and sick days, and reduced benefits.

The new contract restores the 8 percent in pay, and provides an immediate 6-percent wage increase and six 3-percent raises at six-month intervals beginning in February 1991.

Cuts in vacations, holidays and sick days were restored, along with full seniority rights for bumping, bidding, transfers and work assignments.

"The company found it couldn't succeed without the cooperation of our members," Genoese said. "The airline business is a service business."

Genoese said that the carrier has lost more than $5 billion over the past decade. He blamed the losses on gross mismanagement, saying the airline only survived by selling off its assets, including the Pan Am Building in New York City, its Intercontinental Hotels subsidiary, the Pacific routes and most of its aircraft, which it now leases back.

Pointing to an agreement between Pan Am and UAL Corp., the parent of United Airlines, to sell five routes between London and various American cities, Genoese said the union has made it clear to UAL and others interested in buying all or part of Pan Am that the Teamsters at Pan Am must go with their work in any takeover.

PBGC seeks court guarantees on Eastern pensions

By Candice Johnson

The Pension Benefit Guaranty Corp. is seeking nearly $700 million from Continental Airlines Holdings Inc. for underfunding seven Eastern Airlines pension plans.

Continental filed for bankruptcy protection Dec. 3, the second time in seven years that the carrier has filed for such protection.

As Eastern's parent company, Continental had agreed to fund the seven plans, covering 51,000 participants, including 13,000 retirees, over the next 12 years. The PBGC agreed to terminate those plans, relieving Eastern of its funding obligations, if Continental could prove the plans were secure.

The seven plans have unfunded liabilities of nearly $1.7 billion and assets of about $1 billion. With Continental's bankruptcy filing in U.S Bankruptcy Court for the District of Delaware, and the carrier's inability to post sufficient collateral, the PBGC turned to the bankruptcy court.

Meanwhile, the federal bankruptcy court overseeing Eastern's bankruptcy management overruled the request of the carrier's creditors and allowed the airline to draw down an additional $120 million from its escrow account.

The unsecured creditors group, which includes the Air Line Pilots, Machinists and Transport Workers, told the judge that creditors would receive less than $40 million of the $1 billion owed them if the airline were immediately liquidated.

Judge Burton R. Lifland said the $120 million drawdown would allow Eastern to avoid frequent pleas for money that could hurt business.

Over the past 20 months, Eastern has squandered nearly $1.6 billion from its escrow account, the IAM said, with the balance now below $45 million.

Court backs suits to resolve grievances

The Supreme Court ruled unanimously that unions and union-represented workers may sue to enhance their collective bargaining agreements if a dispute is not resolved through the contract's grievance procedures.

The court said that unless there is specific language barring access to the courts, the presumption favoring peaceful resolution should prevail and the parties should not have to resort to a strike to settle a difference.

The UAW had argued in the case that access to the courts was the only alternative to a strike. The case involved two workers fired by Ring Screw Works of Michigan, after grievances were not resolved through the contractual procedure.

In a ruling by Justice John Paul Stevens, the court said that under Section 301 of the National Labor Relations Act, "there is a strong presumption that favors access to a neutral forum for the peaceful resolution of disputes."

A strike or lockout, Stevens wrote, "though it may be a method of ending the impasse, is not a method of resolving the merits of the dispute over the application or meaning of the contract. . . . Such a method is the antithesis of the peaceful methods of dispute resolution envisaged by Congress when it passed the Taft-Hartley Act."

In other labor cases, the Supreme Court:

- Heard arguments from the Train Dispatchers and the Railway Carmen that the Interstate Commerce Commission is not empowered to abrogate bargaining agreements, as it did in effect by authorizing the Norfolk and Western Railway Co. and CSX Transportation to consolidate and transfer employees and work.
- Ruled that workers may not seek damages under state law if they think their employers fired them to avoid paying pension benefits. The decision, in the case of Ingersoll Rand Co. vs. McClendon, still allows workers to sue under the federal Employee Retirement Income Security Act (ERISA) for reinstatement of lost benefits, but prohibits suits under state law for punitive damages.
- Received a brief from the Bush administration urging the court to hear an antitrust suit filed by the National Football League Players Association against the owners. The 20-page brief filed by Solicitor General Kenneth Starr is expected to boost the NFLPA's request that the court review an adverse appeals court decision. The lower court ruled that the union could not challenge the league's system of free agent compensation under its collective bargaining agreement.

Stymied at table, Daily News unions gather support

By James B. Parks

No progress was seen in resolving the strike at the New York Daily News, but the issues involved in the dispute continued to command national attention.

The striking workers plan to expand their efforts to force the paper's owners, the Tribune Co., to settle the strike.

George McDonald, president of the Allied Printing Trades Council, the striking unions' umbrella, said the council named a committee to develop a campaign to inform companies the Tribune does business with about the issues in the strike.

The committee is headed by Ed Cleary, president of the New York State AFL-CIO and Dennis Rivera, president of the Retail, Wholesale and Department Store Union Local 1199.

The council already has mailed a letter to the Tribune's major institutional stockholders explaining that many of the strikers hold Tribune stock and "share . . . an interest in the survival and profitability of the New York Daily News."

The letter reiterates the unions' offer to bargain and says the strike is costing the Daily News between $12 million and $15 million a month in lost revenue. During the time the Daily News management refused to bargain — because it planned to bust the unions by forcing a strike — the same unions settled with the New York Post.

Oppose shutdown

"Mounting losses and eventual bankruptcy is clearly the most likely scenario," the letter said, but the unions do not believe that closing the paper would serve the interests of the stockholders.

The council instead suggested the institutions urge the Tribune management to settle the strike.

Meanwhile, other efforts to end the strike continue.

Both sides met separately in Washington with Bernard E. DeLury, director of the Federal Mediation and Conciliation Service.

The News management rejected both proposals advanced by the unions.

These talks followed a decision by the board of the Tribune Co. to continue its current strategy against the unions. Daily News publisher James Hoge said the board had no intention of selling or closing the paper.

In a related matter, the Tribune Co. reported it will lose between $30 million and $35 million this year as a result of the Daily News strike and a recently settled strike in its Canadian paper mills.

Scott Smith, the company's chief financial officer, said profits for the Tribune Co.'s newspaper group will be down at least 20 percent from last year, not counting losses from the Daily News.

The strikers received a boost at a massive rally in front of the Daily News building at which national political and religious leaders pledged support for the strike and urged management to settle.

New York Gov. Mario Cuomo told the strikers that he is committed to a swift resolution of the strike and that he would push for a fair contract — one that respects the workers' rights, including the right to dignity.

The United States is a fair and decent place only because the unions fought for it, Cuomo said. It is important to the future of the labor movement and to America that the Daily News strike come out better than the Eastern Airlines and the air traffic controllers strikes, he said.

Cuomo said he backs the effort to prohibit permanent replacement of strikers saying such actions are "not fair and must be stopped."

Another speaker, the Rev. Jesse Jackson, said those who claim the country has lost jobs because of unions are wrong. The jobs were lost because of mismanagement and greed, he said.

Jackson strongly attacked the Daily News' strategy of using the homeless to hawk papers and recruiting minority scabs to write and deliver the News.

The strike is not about "black and white, but about right and wrong," Jackson said. "Workers — brown, black, yellow, red and white — must unite for jobs and dignity," he said.

The Daily News is using the homeless to make someone else homeless, Jackson said, and that is the worst kind of economic violence.

Immoral strikebreaking

Calling the strikebreakers "family breakers," Jackson said the Daily News' use of strikebreakers is "illegal, immoral and wrong." He declared that "workers united will not be defeated . . . we need solidarity in America, just like in Poland."

Cardinal John O'Connor, the Roman Catholic archbishop of New York, pleaded with the Daily News to keep the collective bargaining process going. "To lose the unions would mean going back to times worse than slavery," he said.

AFL-CIO Vice President Richard Trumka of the Mine Workers told the crowd that the scabs will "burn in hell' for crossing the picket lines.

He likened the Daily News to companies that support apartheid in South Africa because it spent $24 million to break a union, "but not one penny to put clothes" on the backs of union members' families.

Trumka also condemned the Daily News for "preying like vultures on the homeless and making them into scabs." He said it is time for labor to push back against big business and to change the strikebreaker laws to give workers dignity.

"Whether you dig coal in West Virginia or work in the fields of California — if you're union, New York is the one place where working people never forget" which side they're on, Trumka said.

Other speakers included AFL-CIO Vice President Jay Mazur of the Ladies' Garment Workers; Charles Dale, president of the Newspaper Guild; James J. Norton, president of the Graphic Communications Union, and U.S. Reps. Major Owens, Ted Weiss and Jose Serrano, all New York Democrats.

Also speaking were MdDonald; Cleary; John Olsen, president of the Connecticut AFL-CIO; Jack Kennedy, president of the Newspaper Printers Local #2; Barry Lipton, president of Guild Local #3; Mike Alvino, president of the Newspaper and Mail Deliverers; and Rivera.

Dan Miller/Miller Photography

New York Gov. Mario Cuomo, speaking at a Manhattan rally for the more than 2,000 striking New York Daily News workers, is applauded by New York AFL-CIO President Edward Cleary, Newspaper and Mail Deliverers President Mike Alvino and Ladies' Garment Workers President Jay Mazur.

Cardinal O'Connor leads call for replacement worker ban

Continued from Page 1

placed the air traffic controllers in 1981, he established a pattern that has turned "every strike into a battle for economic survival," Metzenbaum said.

"If federal law is being used openly and aggressively to further a strategy aimed at bypassing the collective bargaining process and at breaking duly-elected unions, then it is time to change the law, he said.

Employers are using the right to hire permanent replacements to take away the right to strike, Owens said, and, without that right, the right to bargain becomes a right to beg, he said.

The actions of the Daily News management are the "most cynical and malevolent abuse of the McKay loophole ever," Owens said, adding, it is "long past time to enact a new law."

The problem is greater than the Daily News strike, witnesses said. O'Connor, quoting Pope John Paul II, said that man was born to labor and that every worker deserves a share of the productivity of his work. If you deprive the worker of his fair share, he becomes a machine, the cardinal said.

The problem in some labor/management relations is a lack of respect for human beings, he said. A strikebreaker law would restore some of that respect and "guarantee that people are not treated as chattel."

O'Connor said the threat of permanent replacement helped create the Daily News strike. If management knows it can permanently replace workers, this "makes a charade of collective bargaining and a mockery of the right to strike."

Had the Daily News not had the right to hire permanent replacements, "the mini-strike at the Daily News plant would have fizzled out very quickly," he said.

Thomas F. Hartnett, New York State's labor commissioner, said the hiring of replacement workers, "the industrial equivalent of capital punishment," became routine in the 1980s. He cited a General Accounting Office report that showed a substantial increase in the use of permanent replacements in the past decade.

Hiring permanent replacements devastates the replaced workers and engenders bitterness and hostility that lead to violence and can tear apart communities, he said.

Using permanent replacements flies in the face of the National Labor Relations Act, by destroying the equal bargaining power of labor and management, Hartnett said.

"If the labor-management relationship remains tilted and becomes laden with bitterness and insurmountable suspicions, America's industrial future will be threatened," he said.

Others testifying included Eric J. Schmertz, New York City's commissioner of labor relations; Otilio Mighty, a striking Daily News driver; Theodore Kheel, advisor to the strikers and George McDonald, president of the Allied Printing Trades Council.

The campaign against strikebreakers gained ground on the international front as delegates to a tripartite meeting of the International Labor Organization adopted a resolution condemning the use of replacement workers to break a strike.

The resolution said the practice violates ILO's Convention 87 on freedom of association and the right to organize.

James J. Norton, president of the Graphic Communications Union, praised the action as a "universal act of solidarity . . . that will provide tremendous moral support to labor's struggle at the New York Daily News."

FOCUS

Santa Claus (striking Daily News mailer Shawn Crimmins) gets wish list from Erin and Michelle Lynn while looking on are, from left: Danny Lynn, Newspaper Guild International Chairperson Peter McLaughlin, Guild striker Tom Lynn, Guild Local 3 President Barry Lipton, and Jerry, Lisa and Jackie Lynn.

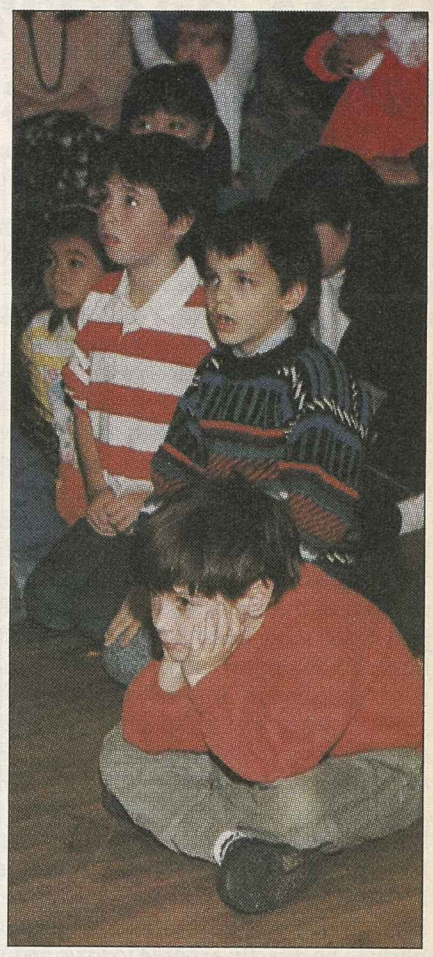
Unions treat strike families to Yule party

The New York City AFL-CIO and the Allied Printing Trades Council threw a holiday party to make the season happier for the families of striking Daily News, Greyhound and Eastern Airlines workers.

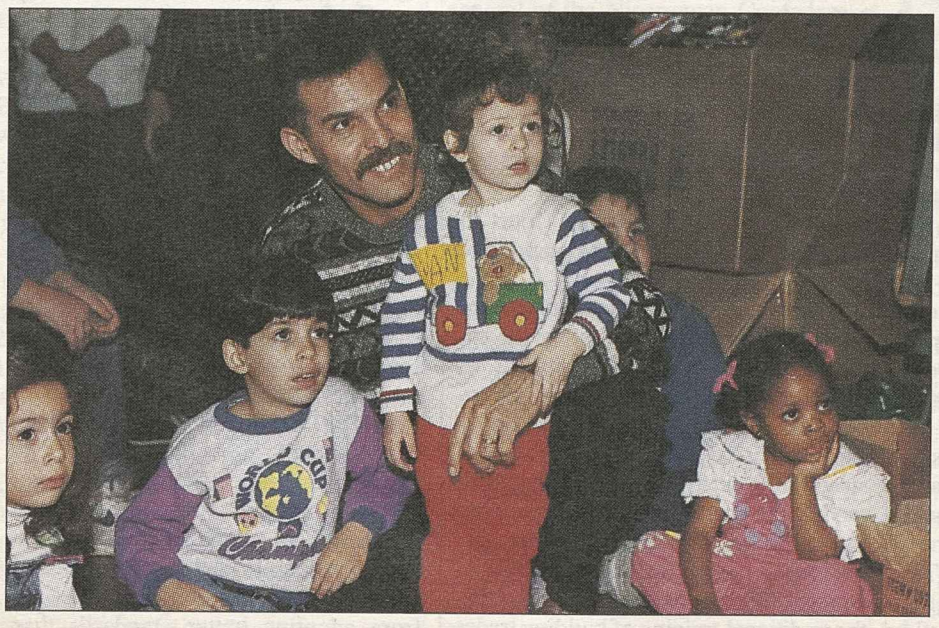
The party, held at the headquarters of the Hotel Employees and Restaurant Employees Local 6, included toys and gifts purchased through funds raised by Retail, Wholesale and Department Store Union, the Office and Professional Employees and others.

"The New York labor movement wanted the striking workers . . . to know that they're not forgotten," said central body President Thomas Van Arsdale.

Photos by Jack Miller



Volunteers from the Fourth Wall Repertory Theater perform at the holiday party, to the delight of the youngsters at right.



Enjoying the festivities are Edwin Molina, a striking Daily News driver, and his sons, Edwin Jr. and Daniel.

Serving a holiday meal to Gloria Rivera and her daughters, Korina and Cindy, is Pam Limberger.

Unions want stronger OSHA chemical process rule

By Arlee C. Green

Safety representatives from construction and industrial unions detailed the shortcomings of a proposed federal standard on process safety management of highly toxic chemicals at a hearing before the Occupational Safety and Health Administration.

At a Washington hearing, Howard D. Samuel, president of the AFL-CIO Industrial Union Department, called the safety agency's proposal ''long overdue,'' underscoring the results of such delay. ''We are saddened by 20 years of foot-dragging during which thousands of lives have been lost. But we are most saddened by the failure of management and government to focus on and root out the basic causes of these unnecessary tragedies.''

Samuel noted that IUD's Center for Emergency Response Planning, working under an OSHA grant, had developed an incident reporting system two years ago. He urged the reporting of specific equipment failures to OSHA, which would analyze these reports and share its findings with management and labor.

Calling the diagnosis of such incidents by the workers involved ''absolutely essential, Samuel suggested OSHA require such action and said a prototype log for workers to use is also available.

Samuel urged protections from excessive mandatory overtime, and noted that production and management pressures to override safety procedures must be stopped.

Jim Lapping, safety director for the AFL-CIO Building and Construction Trades Department, labeled the construction section of the proposed rule ''inadequate'' to protect construction workers performing renovation and associated work at the types of chemical plants covered by the rule.

Lapping called on OSHA to require a formal safety program and a strict accountability system. The language of the proposed rule invites ''informality and . . . does not in any way insure that a real program is put in place.'' Contractors need site-specific information, and in some situations, will need written operating procedures, he pointed out.

He emphasized the contrast between the informal training requirements for contractor employees, and the formal ''certification'' required for facility employees. Nor does the proposed rule fit the construction model, which includes review by the OSHA Construction Advisory Committee, and features such as a competent person requirement, an emphasis on training and certification and a pre-job planning component, he said.

Joe Adam, director of safety for the Plumbers and Pipe Fitters, called OSHA's failure to assign various responsibilities between the facility owner and the contractor the most glaring omission in the standard.

Adam, who chairs the BCTD's safety and health committee, said that requirements that both contractors and owners have formal safety programs will provide meaningful protection.

In similar testimony, John Moran, occupational safety and health director for the Laborers' Health and Safety Fund, underscored the need to delineate areas of responsibility and liability among owners, engineers, contractors and subcontractors. Experience has shown the need for site-specific safety and health plans, he said.

Moran blasted the training provision, saying it suffers ''from the usual deficient approach to training by OSHA in that form, content, duration, scope, proficiency and competency aspects, among others, are not addressed.''

Matt Gillen, associate director of the Occupational Health Foundation, cited an explosion at a Flixborough, England, chemical processing plant in 1974 that killed 28 workers and injured 89 others and damaged 2,000 houses and shops.

In that case, management rigged a bypass pipe around a damaged high-pressure reactor. The only drawing made of the piping was in chalk on the shop floor. The pipe held two months before it ruptured, spewing 30 tons of the cyclohexane, which then ignited in a blast of death and destruction.

Gillen told about a construction project at a Champion Paper Co. mill in Michigan where 175 chemical release injuries were reported among construction workers over three months. Champion and the contractor eventually worked together, exchanging safety information and providing engineering controls to reroute emissions away from workers.

Requiring both parties to exchange information on how a job is to be done, prior to its beginning will result in a job that is done more safely, he said.

A second hearing is scheduled for next Feb. 26 in Houston, where the AFL-CIO, Steelworkers and Oil, Chemical and Atomic Workers are to testify.

OSHA and EPA adopt plan to coordinate operations

The Occupational Safety and Health Administration and the Environmental Protection Agency agreed to coordinate programs that protect workers and those who live in nearby communities.

In a memorandum of understanding, the agencies agreed to conduct joint training and inspections, share technical and professional information and coordinate compliance and enforcement activities.

AFL-CIO industrial hygienist Diane Factor said the action was overdue. ''It's about time the government recognized that the toxins found on the job are the same ones that harm people in the community. Their agreement to work together in key industries is a good first step and we hope it leads to strengthening of regulations for workers, based on EPA's research.''

EPA Administrator William K. Reilly said the cooperation between the EPA and OSHA ''will help our two agencies monitor and reduce pollutants inside facilities where workers are most likely to be directly exposed to toxic and hazardous chemicals.''

The agencies said they are developing a joint work plan for the remainder of fiscal year 1991 and will do so in succeeding years. The plan for 1991 includes joint enforcement activity and exchange of technical information in the petrochemical industry and in lead smelters. OSHA is already involved in a special emphasis inspection program at 28 major petrochemical facilities.

EPA, meanwhile, has a major enforcement initiative under way to reduce lead pollution at 28 targeted lead smelters. OSHA is providing EPA information on past inspections at five lead smelters.

According to OSHA, the two agencies are developing possible training programs for OSHA inspectors in technical areas in which EPA has particular expertise, as well as in the various statutes administered by that agency.

EPA employees would get training specifically designed by OSHA's Training Institute in Des Plaines, Ill., to enable them to recognize workplace safety and health hazards so they can refer violations to OSHA for enforcement.

Steve Yarmola/AFL-CIO News

At a news conference at AFL-CIO headquarters, Federation President Lane Kirkland takes questions on labor's support for statehood for the District of Columbia. Joining him are Rev. Jesse Jackson, city and labor officials and Rainbow Coalition members.

Building Trades assail federal shift in apprenticeship program

The AFL-CIO Building Construction and Trades Department branded proposed changes in federal apprenticeship programs a ''smokescreen'' intended to allow low-quality training programs.

In a letter to Assistant Secretary of Labor Roberts T. Jones, BCTD President Robert A. Georgine said the new regulations would ''undermine most traditional apprenticeship programs.'' He urged Jones, head of the Employment and Training Administration, to withdraw the modifications.

Georgine said the changes sought by open-shop contractors included elimination of the current minimum age requirement of 16. This would allow European- and Japanese-style programs, he said.

''This is unacceptable in the American construction industry,'' Georgine said. ''The industry must continue to rely on laborers and mechanics who have demonstrated the ability to read, write and perform mathematical computations at levels determined by the industry for the respective occupations.''

In addition, the BCTD president decried new rules put forth by former Secretary of Labor Elizabeth Dole which would permit government contractors to employ large numbers of workers on federally funded projects as ''helpers'' instead of ''laborers and mechanics'' and paying them well below the prevailing wage in the area.

Georgine said Dec. 10 that the BCTD would seek an injunction to block the new rules on helpers, which would undermine the prevailing wage concept for the construction industry under Davis-Bacon Act and related laws.

Those rules, published recently in the Federal Register, are set to take effect Feb. 4, 1991. The department said it would ask the U.S. District Court to take action after a district court judge lifted a previous injunction.

The proposed regulations on apprenticeship, Georgine said, ''reflect the apparent desire of the Department of Labor to adopt formally the philosophical underpinnings of the open-shop sector of the building and construction industry.'' The attempt to modify the current model — ostensibly to make it relevant to other industries — seems to be an attempt to conceal the real agenda of weakening the traditional training of building trades craftsmen, he said.

In addition to the proposed elimination of the minimum-age requirement, Georgine also objected to:

- The requirement of an across-the-board term of apprenticeship training.
- The downgrading of the current requirement for 144 hours of annual related instructed plus on-the-job training to a recommendation.
- The lack of a set minimum apprentice-to-journeyman ratio that could be monitored and enforced.
- The inclusion of portability, which would allow an employer to move an apprentice from one state program to another, pre-empting state authority from adopting strict standards.
- The authorization of the Labor Department to prohibit state agencies from adopting better standards than those of the Bureau of Apprenticeship and Training.

Pickets protest EC patronage of Grand Hotel

By Sharolyn Rosier

The Hotel Employees and Restaurant Employees Local 25 picketed the European Community office to discourage its patronage of Washington's Grand Hotel, which has been charged with unfair labor practices by the National Labor Relations Board. The EC is the largest corporate client of the hotel.

During the rally, Local 25 Executive Secretary-Treasurer Ron Richardson met with Dr. Corrado Pirzio-Biroli, deputy head of EC delegation, who said he had no knowledge of the problem at the Grand Hotel.

"However, Local 25 made numerous phone calls to the office to arrange an appointment with the ambassador or anyone who could discuss the matter," Richardson said.

In addition, James Baker, AFL-CIO representative in Europe, was told by EC officials "that they would contact the office in Washington and would try to get them to stop using the Grand Hotel," Richardson said.

The International Confederation of Free Trade Unions (ICFTU) also supported the rights of the employees at the Grand Hotel in a letter to Kevin Kistler, assistant director of AFL-CIO Department of Organization and Field Services.

ICFTU represents 99 million workers in 101 countries and territories, including all 12 member countries of the EC, which is also known as the Common Market.

The Local 25 organizing campaign began in June 1989, but management regularly harassed and mistreated employees, the union said. In that intimidating atmosphere, the employees voted no union in December 1989.

The union said relations deteriorated further when management fired or laid off most of its Hispanic employees, who were perceived to be union supporters.

In addition, health insurance for the four most senior waiters was discontinued when they applied for partial unemployment during the slow season. The Grand Hotel refused to reinstate the health insurance unless the employees gave up their unemployment benefits.

Although two of the employees agreed to forgo their unemployment benefits, the union said, the Grand Hotel terminated their full-time status, put their names at the bottom of the banquet waiter seniority list and took away their holiday and vacation benefits.

"Carlos Marngahitr, a laundry attendant, was one of four employees fired by the Grand Hotel as a result of his support of the union," said Fernando Navas, a Local 25 representative. "Marngahitr was told he had a good work record but it was never put in writing. A hotel security guard also ordered him to take off a Local 25 union button."

The Grand Hotel agreed to settle some of the NLRB charges, including an agreement to pay the four employees back pay and to hold another representation election, expected in the next several months, said Cathy Thomas, Local 25 organizing director.

However, "only 20 percent of the original employees are still working there," Thomas said.

"The management has since hired Vietnamese workers who now comprise about 70 percent of the total workforce," she said.

Steve Yarmola/AFL-CIO News

HERE Local 25 Executive Secretary-Treasurer Ron Richardson speaks outside European Community office.

In brief

New York focuses on industrial needs

Kiamesha Lake, N.Y.

The creation of an Industrial Department to address the needs of factory workers and their unions got the green light from the more than 1,000 delegates at the New York State AFL-CIO's 125th anniversary convention.

The new department will coordinate efforts to rejuvenate the state's industrial base and promote the goals of organized labor. The structure of the department will be formulated by the state federation's executive council.

Delegates re-elected President Edward J. Cleary and Secretary-Treasurer Paul F. Cole to new two-year terms, as well as vice presidents on the executive council. Eight new vice presidents were added, expanding the council to 44 members.

The convention approved a two-step increase in monthly per capita payments, which will rise from 20 cents to 23 cents next Jan. 1 and to 25 cents in 1992. A portion of the new revenues will help fund the state body's Union Yes campaign.

In his report to the convention, Cleary noted that labor-backed measures adopted by the state legislature brought needed improvements in the state unemployment benefits as well as workers' compensation payments for those injured and disabled on the job.

Maximum jobless benefits rose from $180 to $245 a week and will increase to $300 per week in 1992. Partial disability payments will rise to $280 a week and total disability payments to $340 a week next July 1, then to $340 and $400 per week, respectively, in 1992.

Since the last convention, Cole reported, 86 new affiliates brought a net increase of more than 32,000 members in raising the state federation's membership to 2.3 million.

Convention speakers included New York Gov. Mario M. Cuomo, Sen. Daniel Patrick Moynihan, AFL-CIO Vice Presidents Morton Bahr and John Sweeney, and Alvin Guthrie, secretary-general of the Nicaraguan Confederation of Trade Union Unity (CUS).

N.C. emphasizes poultry organizing

Raleigh, N.C.

The North Carolina AFL-CIO convention strongly supported an all-out effort to organize the state's poultry workers.

The delegates adopted a resolution calling for an organizing campaign and a public education drive to explain the need for "dignity and fairness in a safe and healthy workplace" in the state's poultry industry.

The convention also adopted resolutions calling for an increase in the number of inspectors in the federal Occupational Safety and Health Administration and supporting the Carolinas Organizing Project, a coordinated campaign of the AFL-CIO Industrial Union Department, mainly in the Charlotte area.

The delegates supported congressional action on the anti-strikebreaker legislation and called for North Carolina's minimum wage to keep pace with the national pay floor.

In other actions, the convention called for collective bargaining for public employees and endorsed U.S. Senate nominee Harvey Gantt, a Democrat.

Convention speakers included Gantt; former governor James B. Hunt; political directors Sam Dawson of the Steelworkers, Janice Lachance of the Government Employees and David Claxton of the Food and Commercial Workers, and Harold McGyver, organizing director for the IUD.

Connecticut sets legislative agenda

New Haven, Conn.

The Connecticut AFL-CIO convention prepared for 1991 by setting legislative priorities covering health care, child care, strikebreakers, environment, contracting out and occupational health clinics.

Among the adopted resolutions was a call for enactment of a national health insurance program providing universal access. At a workshop on health care, Ohio AFL-CIO Secretary-Treasurer Don Day detailed that state's push for a statewide universal health care program.

The convention pledged to work for state legislation requiring hospitals to provide full public disclosure of financial information, publish a full accounting of all funds they receive to provide free care and get public approval for any reduction in health care service.

Citing labor disputes at Greyhound, Eastern Airlines and Colt Firearms, the delegates called for immediate passage of anti-strikebreaker legislation. State AFL-CIO President John Olson pledged continued work on "state legislation to end this unjust practice."

Contracting out of work traditionally performed by public employees was condemned by the delegates, who vowed to seek prohibitions on the privatization of public work.

Service Employees President John J. Sweeney detailed the AFL-CIO's national campaign for health care reform and AFL-CIO Organizing Director Joe Shantz spoke on the challenges labor faces in the 1990s. Other guest speakers included Gov. William A. O'Neill, former Sen. Lowell Weicker, Rep. Bruce Morrison and John Rowland, State Sen. James Maloney and State Rep. Joe Adamo.

At noon-time rallies, the delegates gathered at New Haven Green to hear about labor struggles around the state, occupied an American Discount Stores shop to protest the firing of a worker during an organizing drive, and marched with pickets in the year-old strike by the unaffiliated United Electrical Workers Local 299 against Circuit Wise Inc.

S. Carolina targets workers comp laws

Myrtle Beach, S.C.

The South Carolina AFL-CIO convention elected Sarah Lloyd of the Ladies' Garment Workers to fill a vacant trustee seat and approved several key resolutions.

Among the resolutions passed by the delegates were a call for stronger state workers' compension laws and a pledge of support for the AFL-CIO Human Resources Development Institute. The convention also endorsed Democrat Theo Mitchell for governor.

The keynote address was delivered by Bill Casstevens, secretary-treasurer of the UAW.

DATA

Trade gap at 3-year high on new surge of imports

By John R. Oravec

A $6-billion gush of imported manufactured goods drove the nation's foreign trade deficit to $11.6 billion in October, the sharpest monthly shortfall in nearly three years, the Commerce Department reported.

Higher-priced petroleum imports rose $1 billion over the month, even though the volume edged down from September. At $7.2 billion, the foreign oil bill was only one-fifth of the $37.2-billion import tab for labor-intensive manufactured goods in October.

"As a result," AFL-CIO economist Mark Anderson said, "America's workers are paying a lot more at the gas pump while their jobs are gutted by the import onslaught of autos, clothing, textiles, shoes, machinery, toys and sporting goods."

Lagging export growth

Overall, the Commerce Department said, imports increased $5 billion from the September level to a record $46.4 billion even as exports rose $2.8 billion to $34.8 billion, a new high. In the manufacturing sector, exports widened by $2.8 billion — less than half of the $6-billion import surge — to $26.8 billion.

Despite the Bush administration's reiterated projections that the 1990 U.S. trade deficit would dip below $100 billion for the first time since 1983, the October surge left the shortfall for the first 10 months of the year running at an annual rate of $103 billion.

"October's worsening imbalance should sound a blaring alarm for the administration that its faulty trade policy sorely needs an overhaul," Anderson stressed. He said the runaway trade deficit will exacerbate the strain on the economy as layoffs mount and inflation erodes workers' earnings.

"It's inconceivable that the Bush White House advocates more U.S. concessions with contrived deals as a short-sighted trade pact with Mexico or possible giveaways in the Uruguay Round of multilateral negotiations," he said.

Again, the biggest U.S. deficit with any trading nation came from Japan, surging $1.4 billion over the month to $4.5 billion. Other major trade deficits were with Canada, $1.4 billion; China, $1.2 billion, and Taiwan, $1.1 billion.

The deficit with developing countries amounted to $6.1 billion, up from $5.3 billion in September. The trade gap with oil exporting countries, including Saudi Arabia and Venezuela, dipped to $2.7 billion from $2.8 billion.

The Commerce Department said petroleum imports declined by 5 million barrels in October to 249 million barrels, and were 9 million barrels below the January-September monthly average. The average price per barrel was $29.04, compared with $23.41 in September.

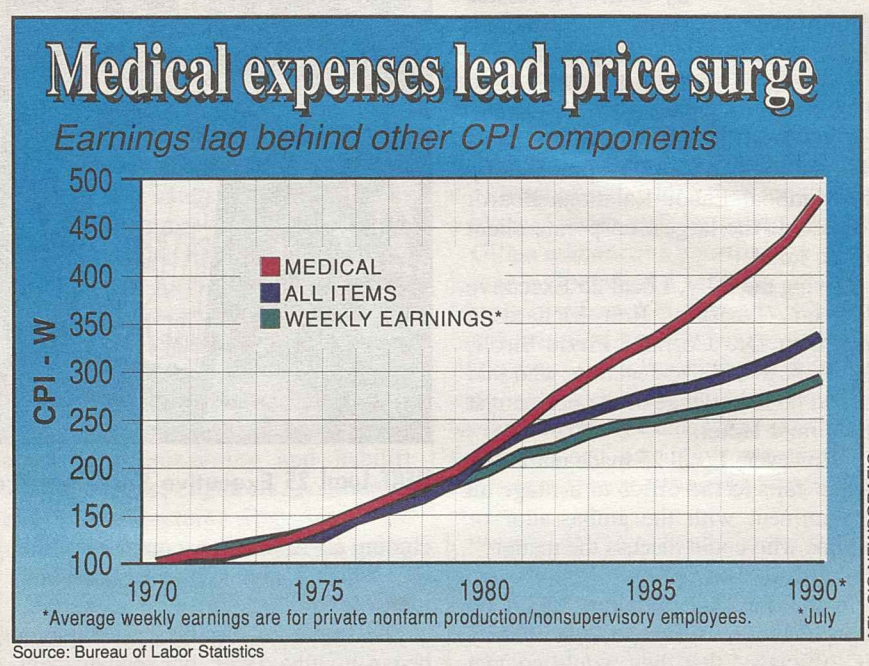
October imports of industrial supplies and materials rose by $1.9 billion; capital goods, $1.3 billion; consumer goods, $1 billion; autos, parts and engines, $0.6 billion.

In the first 10 months of 1990, the deficit amounted to $85.9 billion, compared with $92.7 billion for the comparable year-ago period. For all of 1989, the trade imbalance was $109.4 billion.

Discount rate cut

In other developments:

- The Federal Reserve reduced the discount rate it charges on loans to banks from 7 percent to 6.5 percent in an effort to revive the sagging economy.
- The Commerce Department said the gross national product grew at an anemic 1.4-percent annual rate in the third quarter, weaker than at the 1.7-percent rate it estimated earlier.
- Housing starts rose — but just barely — in November for the first time in 10 months, although construction of single-family units plunged to the lowest level since the 1982 recession. The Commerce Department attributed the November pickup solely to apartment starts.



Source: Bureau of Labor Statistics

Price hikes ease, but workers still behind inflation eight ball

By John R. Oravec

Retail price increases slowed in November as energy costs leveled off, but most workers were still behind the inflation eight ball because of stiff price hikes in the preceding three months.

The Bureau of Labor Statistics said the consumer price index for urban wage earners (CPI-W) edged up 0.2 percent last month after back-to-back jumps of 0.8 percent in August and September and a rise of 0.7 percent in October. The index rose 6.3 percent since November 1989, cutting deeply into workers' take-home pay.

Food and beverage prices showed a sharp upturn in November of 0.5 percent after a three-month string of 0.3-percent rises, for an advance of 6.3 percent over the last 12 months. Fruit and vegetable prices jumped 2.3 percent in November, while meats, poultry, fish and eggs advanced 0.8 percent. Cereals, bakery products and dairy products declined.

Medical care costs again rose 0.8 percent over the month and were up 9 percent from a year ago. In the last 20 years, health care costs have risen faster than any other component in the cost-of-living index.

Public transportation fares increased 2.2 percent, mainly reflecting higher-priced airline tickets, for a 13.2-percent rise from November 1989.

BLS said heating oil prices dropped by 2.7 percent last month, but were up 39 percent over the year. There was no change in gasoline costs in November, but pump prices were 36.5 percent higher over the year — with most of the increase coming since August.

Real average weekly earnings rose 0.5 percent in November, BLS said, stemming from a 0.6-percent gain in weekly hours and a 0.1-percent increase in hourly pay. But over the last 12 months, real weekly pay is down 3.1 percent because a 3-percent increase in wages was more than wiped out by the 6.3-percent rise in the price index.

Workers are far worse off over the decade, AFL-CIO economist Anne Draper pointed out, as real earnings are down a full 7 percent from November 1980.

BLS said gross weekly earnings of production or nonsupervisory workers averged $348.49 in November.

Spreading recession traps 7.4 million on jobless rolls

By John R. Oravec

The spreading recession wiped out 267,000 more jobs in November as the nation's unemployment rolls swelled to 7.4 million, an increase of 282,000 from October.

November was the fifth consecutive month of overall job losses, the Bureau of Labor Statistics reported, and pushed up the nation's unemployment rate 0.2 percent to 5.9 percent, the highest in three years.

Hit the hardest by the economic downturn last month were 200,000 factory workers, as job reductions were widespread in the manufacturing industry, BLS said.

Since January 1989, the jobs of 900,000 manufacturing workers have disappeared. Labor economists have linked the losses to the nation's runaway merchandise trade deficit.

They estimate that for each $1 billion shortfall in exports, the jobs of 25,000 American workers are wiped out.

Another 60,000 construction layoffs in November followed an even larger jobs loss in October, BLS said, pushing the building trades unemployment rate to 13.6 percent. In the last six months, the construction industry has lost 250,000 jobs.

In testimony to the Joint Economic Committee of Congress, BLS Commissioner Janet Norwood noted that the nation has not had five consecutive monthly job downturns since the 1982 Reagan recession.

Norwood said the November statistics paint "a dismal picture" of the job market and warrant "an extremely pessimistic view" of business activity in general.

The BLS household survey showed that civilian employment plunged by 450,000 in November to 117.3 million. In addition to the 7.4 million officially unemployed, another 835,000 have dropped out of the labor force and 5.5 million workers who want full-time jobs are working in part-time positions due to the slack economy.

Consequently, 13.7 million workers were unemployed or underemployed in November, AFL-CIO economist Frank Parente pointed out.

A particularly distressing part of the BLS report, Parente said, is the continuing erosion of U.S. factory jobs. The losses in manufacturing "hasten the process of deindustrialization," he warned. "We are losing our economic base because of the recession."

Widespread weakness also hit the services sector, BLS said, as Christmas shopping season hiring by retail stores was far short of past years. Employment dropped by 70,000 in November, following a decline of 50,000 jobs in October. General merchandise stores accounted for most declines.

And in mid-December, mounting problems in the banking industry linked to bad real estate deals emerged with an announcement by Citicorp that it would lay off at least 8,000 workers this year.

Citicorp, the nation's largest bank company, has already slashed its payroll by 3,400 in 1990. That leaves another 4,400 workers on the chopping block. The company said it expects to lose up to $400 million in the fourth quarter after it sets aside an additional $340 million for bad loans.

The worsening jobs situation was spreading throughout the country in November. Reeling from auto industry layoffs, Michigan's jobless rate rose from 7.4 to 7.7 percent. In other major states, the rate climbed in Massachusetts from 6.3 to 7 percent; in Florida, from 6.2 to 6.3 percent; California, from 6 to 6.7 percent, and Texas, from 5.7 to 7 percent. Jobless rates also were over the national average in Illinois and Pennsylvania.

AFL-CIO Vice President **Robert A. Georgine,** president of the Building and Construction Trades Department, has been elected to head ULLICO Inc., the parent company of the Union Labor Life Insurance Co. and other investment and benefit-oriented companies. Georgine was elected chairman and chief executive officer following the death Nov. 25 of ULLICO President and CEO **Daniel E. O'Sullivan. James W. Luce,** ULLICO's executive vice president, was named chief operating officer. No action was taken to fill the vacant post of president. Georgine, a member of the ULLICO board of directors since 1981, will retain his BCTD post.

Jay Mazur, president of the Ladies' Garment Workers, has been named president of the National Committee for a Labor Israel. Mazur, an AFL-CIO vice president, has been involved in international labor affairs and in the shaping of the federation's immigration policies. He also serves on the board of trustees of the American Institute for Free Labor Development, The Asian-American Free Labor Institute, and the Free Trade Union Institute.

Pat Ford-Roegner, a registered nurse who has been a political and public affairs official of American Nurses Association, has joined the staff of the Service Employees as nurse council and health care division issues director. Ford-Roegner, who joined the ANA as a field director and served as the organization's public relations project officer in 1981, will coordinate legislative, political, bargaining and organizing activities for SEIU's health care members.

Albert Shanker, president of the American Federation of Teachers, will comment on the failures, successes and challenges facing public education on the new weekly radio series, ''Education Watch,'' which reaches over 250 stations nationwide. Shanker's views and analysis on education policy will alternate each week with messages from Chester Finn, director of Vanderbilt University's Education Excellence Network. Shanker's brief commentaries on issues such as school choice, and student testing, can be heard every other Monday by calling AFT's toll free Newsline service at 1-800-542-6671.

Bernard Brommer was unanimously elected president of the Minnesota AFL-CIO, succeeding **Dan Gustafson,** who retired Nov. 4. Brommer, 50, who was secretary-treasurer, will serve as president until next September, when elections for four-year terms will be held in Minneapolis. **William Peterson,** 55, a Minnesota AFL-CIO district vice president and president of the Minnesota State Building and Construction Trades Council since 1977, will replace Brommer as secretary-treasurer.

President-elect **Lewis D. Smith** of the Marine Engineers' Radio Officers Union, victorious in his race against Thomas H. Harper, said he hopes to work closely with other maritime unions to help strengthen the U.S. merchant marine. ROU's **Jim H. DeLong** was re-elected as secretary-treasurer. Elected to the executive council were: **Eugene Dixon, Fred Trestrail, Edward Knobloch, Eric Weber, Robert Daugherty** and **Donald Dishinger.**

Connecticut AFL-CIO COPE Director **Martin J. Dunleavy,** a New Haven alderman, was unanimously elected to a two-year term as president of the National Democratic Municipal Officials during the National League of Cities Conference Dec. 1-5, in Houston, Texas.

Victor Bussie, president of the Louisiana AFL-CIO since 1956, has been appointed to the Board of Directors of the New Orleans Branch of the Atlanta Federal Reserve Board for a three-year term that will end in Dec. 31, 1993.

Charles Duran, community services liaison for the Rubber Workers in Topeka, Kan., organized 15 volunteers from the Electrical Workers and the Communications Workers, with eight trucks, to assist in the delivery of 1,500 household items to the needy. The items were donated from a 50-room motel building which is being renovated. Duran responded to a call from ''Let's Help,'' an agency that specializes in assisting minimum wage and laid off workers.

AWARDS

The Service Employees received a World AIDS Day award Dec. 3 from the U.S. Department of Health and Human Services. SEIU was honored for its educational program, AIDS and the Healthcare Worker, and for initiating efforts to persuade the Occupational Safety and Health Administration to develop a comprehensive standard protecting workers from HIV/AIDS and hepatitis B, a rule due out in May 1991.

DEATHS

David Morse, 83, longtime director general of the International Labor Organization and former acting U.S. Secretary of Labor, died Dec. 1 at New York Hospital in Manhattan. Morse, senior partner of the law firm Jones, Day, Reavis, and Pogue, based in New York and Washington, D.C., had been suffering from an illness following a previous heart attack. Morse directed the ILO from 1948 to 1970, and accepted the Nobel Peace Prize for the organization in the United Nations in 1969.

''Millions of working people in all corners of the world have benefitted from David's intellectual brilliance and lifelong dedication to the struggle for social and economic justice,'' said AFL-CIO President Lane Kirkland and Secretary-Treasurer Thomas R. Donahue in a letter to his family.

Kelly L. Castleberry II, 43, secretary-treasurer of the Musicians, died of cardiac arrest Dec. 10 at the Cleveland Clinic. A native of Charleston, W.Va., and a member of the Musicians since 1964, Castleberry played alto, baritone and tenor saxophone, and clarinet, and worked extensively with leading show bands. He served as a business agent for Local 136 in Charleston at the age of 22, and became president of the local in 1983. He was elected secretary-treasurer of the international in 1985.

Harold Jack Jones, 79, a pioneer in the Theatrical Stage Employees, died Nov. 19 of heart failure in Miami. Jones was the first black motion picture projectionist, a community leader and union organizer. He was a member of the A. Philip Randolph Institute.

John J. Pilch, 84, retired president of the International Typographical Union, died after a heart attack Nov. 26 at his home in Chicago. During his 65 years with the ITU, Pilch served three terms as president.

Union 'buddies' bolster substance abuse project

By Duane Covert

Union volunteers are helping to make the holiday celebrations a soberly joyful time for recovering alcoholics and drug users among workers in the New York area.

A buddy program, conceived during a New York State AFL-CIO staff meeting in Albany in 1989, is designed to help union members during their transition from in-patient recovery to the outside world.

''We found that most people do well while they are in treatment,'' said Donald Skaarup, director of Employee Assistance Programs at the state federation. ''However, the period after they come back from treatment is when most people have relapses.''

When a recovering union member first returns from in-patient treatment, David Corbett, substance abuse coodinator for the New York AFL-CIO, assigns a buddy, who is further along in his recovery, to help keep that member on the right track.

A buddy's job is to help his recovering client find a self-help or support group program, such as that run by Alcoholics Anonymous. The buddy helps to extend the support net into the workplace.

The program is ''strictly voluntary,'' Corbett said, but the client is encouraged also to attend counseling for six to eight months. ''A recovering abuser doesn't have much of a chance if he doesn't attend some type of counseling,'' said Corbett.

For a four-week period, ''the buddy gives support on and off the job, and introduces the client to people on the job who also are in recovery. They go to support group meetings and even to lunch with the client,'' said Corbett.

''Our main purpose is to provide the recovering abuser with a link,'' Skaarup said. ''We want to help the client surround himself with people who can understand and give him support during his recovery process.''

The buddy program is being developed by the AFL-CIO Department of Community Services in Albany, Rochester, Newburgh, and Buffalo. Most of the clients are members of unions affiliated with the New York Building Trades Council, but the Communications Workers Local 1170 also has adopted the buddy system.

Since 1989, when Rochester unions first adopted the buddy program, Corbett has referred 31 clients to the program, which has 31 volunteer buddies. Of those referrals, 16 have joined the program, and among those 16, only two clients have relapsed, Corbett said.

Corbett makes his referrals based on the recommendations of a union peer counselor, union officer or steward. After an evaluation, Corbett determines whether the person needs immediate in-patient treatment, or whether an additional clinical evaluation should be done.

The client then goes into treatment for 28 days. After that period, Corbett requires that the member visit him once every three to four days for a progress report.

According to Skaarup, the percentage of union workers who suffer from drug or alcohol abuse is 10 to 20 percent, which parallels the national average.

''During the holidays, the increase in alcohol and drug abuse is situational — meaning that, during the holidays, there are more opportunities to engage in abuse,'' said Dr. Michael J. Stoil, director of Information Services with the Washington Area Council for Alcoholism and Drug Abuse.

'Hold, please, for a message from our aggrieved union'

North Carolina customers of United Telephone Co., put on hold while they wait for service, are hearing Communications Workers' radio advertisements that criticize the company.

That's an ironic twist to the CWA media campaign that focuses on United's attempt to subcontract work and to shift health care costs to employees.

CWA bought time on several radio stations, including the station used by United to fill time on the telephone until service representatives are available. While waiting, customers hear ads such as this conversation between two New York subcontractors talking about cutting corners on a project.

''That wire ain't gonna hold,'' says one in a thick Brooklyn accent. ''Don't worry, Louie. Some telephone guy will fix it later,'' says another. A voice-over message tells how United is giving North Carolina jobs to out-of-state contractors.

The campaign has been so successful at reaching North Carolinians, says CWA's Steve Rosenthal, that the company has responded to customer complaints by complaining to the radio stations, and sending a copy of the union's ads to employees, claiming that it is outrageous. ''We appreciate them helping us spread the word, in more ways than one,'' Rosenthal said.

CWA, which represents 2,300 workers at 10 United Telephone units around the country, has duplicated the success of the North Carolina media campaign in Indiana, where messages about the company's attempts to cut health care benefits are being played on the light rock radio station used to hold calling customers.

Metal trades add shipyard workers

Portland, Ore.

Workers at Cascade General Inc.'s Swan Island ship repair yard chose the Portland Metal Trades Council as their bargaining representative to end a three-year jurisdictional dispute.

The Metal Trades, comprising 11 AFL-CIO affiliated unions, sailed in with a 2-1 margin of victory in the National Labor Relations Board election over the Shipyard Workers and Allied Crafts. The vote was 331 to 167 of the 859 workers eligible to cast ballots.

President Paul Burnsky of the AFL-CIO Metal Trades Department said that ''the beneficiaries are the union workers whose futures were secured'' by the vote.

SEIU contract ends walkout at blood bank

By Sharolyn Rosier

Two days after 54-year-old picket Delores Haney was run down and seriously injured by a car driven by a Red Cross official, negotiators reached a settlement ending the Service Employees six-week-long strike against four of the agency's offices in West Virginia.

The highly publicized incident helped bring a first contract to 90 workers in blood banks in Charleston, Huntington, Parkersburg and Beckley who voted to join SEIU Local 1199 six months ago.

SEIU Local 1199 President Tom Woodruff said public pressure after the auto accident played a big role in bringing the Red Cross to terms.

Blood donations were reduced 66 percent in four West Virginia cities.

A car driven by the Red Cross personnel administrator and negotiator struck Ms. Haney Dec. 12 in a parking lot. Immediately following, West Virginia Gov. Gasper Caperton publicly urged a settlement.

In the same week, he said, the state Department of Employment Security ruled the strikers were eligible for unemployment compensation. "The ruling was an important factor because it meant the Red Cross couldn't starve us into submission," Woodruff said.

The contract includes a 35 cents an hour across-the-board increase for all the workers, substantial increases in company-paid health insurance premiums and establishment of an agency shop in all four facilities.

Steve Yarmola/AFL-CIO News

SEIU Local 1199 workers rally outside the American Red Cross headquarters prior to gaining a contract.

Contract talks started in May, but it wasn't until Nov. 8 that negotiations broke down, picket lines went up and the union called for a blood boycott. A National Labor Relations Board finding Dec. 1 of bad faith bargaining by management laid the legal groundwork for unemployment claims.

"While strike actions taken by Local 1199 had a very effective impact on local blood donations, it became clear that involvement by the national Red Cross was critically needed to restore good faith negotiations," SEIU President John Sweeney said.

The strikers, the SEIU and a dozen other unions rallied in front of the American Red Cross headquarters in Washington. When national Red Cross officials promised to intervene in the strike, they were presented with 1,000 red carnations instead of 1,000 pounds of turnips, which were previously dumped on the front steps of the Red Cross in Huntington.

"They can either be fair to their workers or they can find a new medical discovery to get blood from turnips," Woodruff said.

According to union negotiators, the employer insisted on taking away benefits such as vacation, holidays and sick leave as well as the elimination of paid half-hour lunch breaks.

Sweeney said the West Virginia Red Cross ran an agressive anti-union campaign despite organized labor's strong blood-donor support and the AFL-CIO's help in obtaining the state funding necessary to build the Huntington Center.

Lou Albright, an AFL-CIO field representative, said Red Cross management in Huntington even tried to keep strikers from rallying by placing blockades and company-owned vans in front of entrances to the facility's parking lot.

David Mott, secretary-treasurer of Local 1199, said, "Management was demanding concessions from workers who were being paid $2 less per hour than other area health care workers and despite a $2.5 million surplus in funds."

INSIDE

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A new contract that provides wage increases and renewed respect for members of UFCW Local 1529 ends a three-month strike at a Delta Pride Catfish Inc. facility in Indianola, Miss.

2 ***UFCW negotiates landmark bank pact***

Some 4,600 members of Food and Commercial Workers Local 1182 have a first contract with Seattle First National Bank following a 13-year legal battle for union representation.

6 ***Daily News struggle for accord continues***

While a federal mediator worked with both sides in the New York Daily News dispute, growing numbers of religious and other officials called for outlawing strikebreakers.

1 ***Congress examines drug company tactics***

Congressional and AFL-CIO field hearings spotlight spending and cost practices of pharmaceutical companies that all too often place needed drugs beyond the reach of many consumers.

4 ***Teaching assistants go UAW at UMass***

Students at the University of Massachusetts are among a growing number of university employees who are saying "Union Yes" to the UAW, AFSCME, AFT and SEIU.

10 ***Job losses, trade gap soar to three-year high***

The nation's trade gap posted a three-year high as of October, with a flood of imported manufactured goods contributing to November's 5.9 percent jobless rate, the highest since 1987.

UNION YES

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